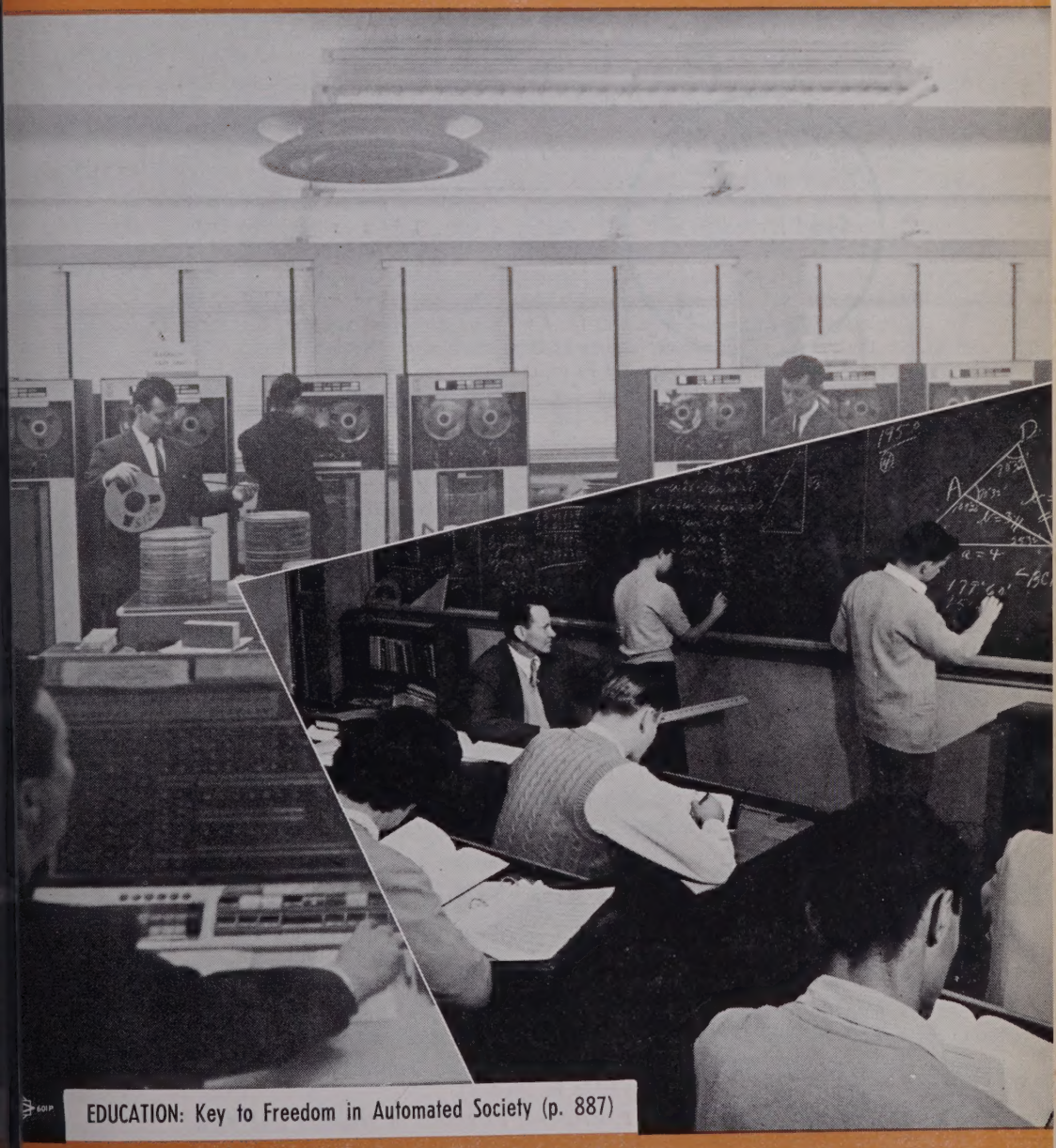
THE LABOUR GAZETTE



EDUCATION: Key to Freedom in Automated Society (p. 887)

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(Continued on page three of cover)

THE LABOUR GAZETTE

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A Study of Career Decisions Among High School Students

Research program is first such study to be made on a Canada-wide basis and will involve some 150,000 students attending 400 representative secondary schools throughout 10 provinces

Commencing in October, an intensive study will be made of the career aspirations and plans of some 150,000 students attending 400 representative secondary schools throughout the 10 provinces.

This research program, conducted by the Department of Labour in co-operation with the provincial departments of education, is the first such study to be made on a Canada-wide basis. Its aim is to provide a much fuller understanding of the profound transition in young people's lives as they move from school into the working world.

The study will examine primarily the important influence of the school system on the choice of lifetime careers by young people. A follow-up study later will compare these original career goals with actual experience in the working world.

In its most general formulation, the problem to be studied is the way in which young people make decisions about the length and kind of education and training they intend to pursue, the way in which they arrive at their choice of occupation, and the ways in which the educational career choices of Canadian youth are related to one another.

A hundred years ago, the transition from youth to the privileges and responsibilities of adulthood followed a fairly simple pattern. In the basically rural Canadian society of that day, the formal education of the majority of young people did not extend beyond the elementary school level. Training for work was largely a matter of "learning through doing."

Since that time, the progress of urbanization and industrialization in Canada has resulted in an almost bewilderingly wide range of occupational opportunities. As well, an increasingly large proportion of modern occupations demand specialized qualifications and extensive educational preparation. The educational system has responded to these developments by increasing the duration of formal schooling, by introducing a choice of educational programs for students to follow, and by shouldering a share of the responsibility for occupational training.

With the rapid acceleration of development taking place in our economy and society, it is not surprising that parents, teachers, departments of education, and employers, as well as many students themselves, are expressing increasing concern about the occupational future of Canadian young people when they leave school. This concern is most frequently expressed in proposals to increase the student retention rate, and to extend vocational guidance. Behind these symptoms lies the whole complicated question of whether young people choose their careers or simply drift haphazardly into available jobs—or even worse, fail to find jobs at all.

A smooth transition from school to work is of crucial importance, whether looked at from the point of view of providing opportunities for young individuals to build constructive and satisfying lives or of meeting the skilled manpower requirements of the economy. At the moment, our knowledge of this important process is both fragmentary and impressionistic.

The primary focus selected for this study is the school as a social system, and the ways in which it influences the educational and career decisions of its students. Emphasis has been put on the question "To what extent and in what ways does the school system influence the career goals of young people?" because the school system has an important influence on the student's choice of educational programs, on the factors that retain students in school, and on the paths students follow toward particular occupations. In these areas which involve policy, the school system can be strengthened through community action.

The study of how the career aspirations and decisions of students, are affected by the educational experience will take into account both the formal school structure and the informal social system within it. As a formal organization, the school governs the variety of educational paths that are available to students, the ease or difficulty with which they can transfer from one program to another, and the vocational counselling and

(*Continued on page 920*)

From the Labour Gazette, October 1915

50 Years Ago This Month

British Government representatives arrive in Canada to arrange possible transfer of British-born unemployed coal miners from British Columbia back to England, where there was a shortage

As a result of negotiations between representatives of unemployed coal miners in the Nanaimo, B.C., district and various authorities in Great Britain, two agents of the British Government arrived in Canada toward the end of September 1915 to inquire into the possibility of arranging for the transfer of certain of the unemployed miners to England, where there was a shortage of such workers.

The LABOUR GAZETTE of October 1915 said that there were estimated to be between 2,000 and 3,000 unemployed coal miners in Vancouver Island at that time. Most of them were said to be British-born men who would welcome the proposed transfer.

The British Government's agents, one of whom was a colliery proprietor and the other a Labour M.P. and an officer of the coal miners' union of the county of Durham, went to the Pacific coast as soon as they arrived in Canada; but at the time this journal went to press no details of the conditions of the proposed transfer had been made public.

At the 31st annual convention of the Trades and Labour Congress of Canada, held in Vancouver from September 20 to 25, the delegates decisively supported a special committee's recommendation of non-concurrence in a resolution that would have urged repeal of the Industrial Disputes Investigation Act, 1907.

The special committee had been appointed to report on a draft bill for consolidating and amending the Act. The Dominion Minister of Labour had previously distributed the draft in pamphlet form to interested persons, including the secretaries of all trade union locals in Canada. He did this with the object of encouraging consideration and discussion of the suggested amendments.

The convention approved a further recommendation of the committee "that the matter of the Industrial Disputes Act be referred to the executive council with instructions to secure the necessary interpretations from competent counsel, and that when the bill comes before the House, the executive be authorized to call to Ottawa such officers as it deems necessary to assist in combatting the objectionable, and supporting the favourable amendments."

The executive council's report to the convention stated that, in regard to the war, it was the duty of the labour movement to "lend every possible assistance to the allies of Great Britain, and for us in Canada, more especially to the empire of which we form part, in a mighty endeavour to secure early and final victory for the cause of freedom and democracy."

Notwithstanding this, the report opposed conscription. It said that it was the duty of Labour to "lend every possible assistance in the strife, but that help must be free, not forced . . .," and it asked the Congress to register its unchangeable opposition to all that savoured of conscription, either in Canada or within the Empire.

In September, the improvement in general labour and industrial conditions that had been noted in August continued, this journal said. But, in spite of some improvement, the building trades remained dull, especially in the larger centres. "Toronto reported a general improvement in all lines except the building trades, although the Civic Employment Bureau was able to place about 400 carpenters outside the city. There was also improvement in the demand for unskilled labour."

Little change was reported in wages and hours of labour. But "earnings in some cases were affected by an increase or decrease in the number of hours worked per day or per week, owing to increased or diminished activity in some establishments . . ." The only change in wages reported to the department during the month was that some 200 freight handlers in Halifax, as a result of a strike, had obtained an increase of 3 cents an hour, bringing their wages up to 33 cents an hour for day work, and 38 cents for night work.

The Amherst correspondent reported that "a number of German prisoners were being used to good advantage at the experimental farm at Nappan, preparing the land for next year. Some 150 men were employed at the work."

The Ottawa correspondent reported "an interesting development in the effect of the war on trades unionism." Several members of the Journeymen Barbers' Union having enlisted, the union wanted to maintain the death benefit dues of these members and pay the death benefit if they died on active service. But, since the United States locals were not willing to agree to this, the matter was to be submitted to a referendum of the affiliataed unions.

Big Rail Union Splits from Fellow Non-Ops

After 15 years of joint negotiations with Canada's railways, the Canadian Brotherhood of Railway, Transport and General Workers has broken away from the Negotiating Committee, Associated Non-Operating Railway Unions. The Brotherhood represents 23,000 employees on the Canadian National Railways.

Less than a week later, the railway shopcraft unions decided to break away from the negotiating body. The shopcraft unions were represented by Division 4, Railway Employees Department (AFL-CIO).

Involved in the withdrawal are: the Brotherhood of Railway Carmen of America; the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Sheetmetal Workers' International Association; International Brotherhood of Firemen and Oilers; International Association of Machinists; International Brotherhood of Electrical Workers; and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

The CBRT decision was taken by 108 local chairmen after the railway Brotherhood was refused permission by the international unions to negotiate separately on behalf of 1,500 CNR sleeping, dining, and parlour car employees.

Remaining with the Committee are: The Brotherhood of Maintenance of Way Employees; Brotherhood of Railroad Signalmen; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants; the Commercial Telegraphers Union; International Moulders and Allied Workers Union; Transportation-Communication Employees Union.

Manpower Shortage Major Problem Facing Fire Departments in Canada

A shortage of manpower is probably the main problem facing fire chiefs today, according to the director of the fire protection engineering division of the Canadian Underwriters Association. D. M. Baird of Montreal, addressing the 57th annual convention of the Canadian Association of Fire Chiefs held in Saskatoon, Sask., said that at present no solution to the shortage was in sight.

The manpower shortage, he said, affected mainly cities of from 10,000 to 100,000 population. Smaller communities could usually find volunteers, and for larger cities the costs were less severe. The shortage of fire-fighting services seemed to be greatest in the suburbs surrounding the larger cities, Mr. Baird said.

Employee-Barbers Now Insured by UIC

The Unemployment Insurance Commission last month passed a regulation designed to include in insurable employment, persons employed in barbering and hairdressing establishments.

The new regulation states that the employment of persons in or about a barbering or hairdressing establishment who provide any of the services normally given by such establishments, shall be included in insurable employment. In addition to those providing barbering and hairdressing services, this includes persons who provide manicure, massage, shoeshine services, and the like. The proprietor or operator of the establishment is, however, not insurable.

In the past, the Commission has found it difficult to determine whether or not persons working in barber shops and hairdressing establishments were actually employees. Some barbers who are in fact employees have not been insured because they have been considered self-employed. Although the nature of the work is the same for employees and for self-employed persons, there has been difficulty in ascertaining the full facts concerning the actual operating practice in the establishment.

Labour Federation Supports Move to End Moonlighting

The New Brunswick Federation of Labour at its 9th annual convention in Moncton in September, gave its support to a substitute resolution presented by Local 1151 of Saint John urging the Federation to request the CLC and its affiliates to ask its members to desist from moonlighting.

The Federation voted 100 per cent on a resolution to petition the provincial Government, its boards or commissions, to grant bargaining rights to all Civil Servants of New Brunswick.

Local 963, CIPE, representing employees of the N.B. Liquor Commission, presented a resolution asking that all persons over 21 in the province carry identification cards.

In other business, the Federation felt that the provincial Government should be petitioned to prohibit the use of trading stamps and other "give-away" gimmicks that tend to increase the ultimate cost of products.

Claude Jodoin, President of the Canadian Labour Congress, said during his address: "Unless we are able to meet the challenge that the advances in automation and technology will present, we in Canada may well end up with a situation in which one-half of the population has to feed the other half."

"The overwhelming majority of Canadian people, quite properly, consider the opportunity to earn a living one of their democratic rights.

"The seriousness of the situation has been pointed up by the report of the Economic Council of Canada which emphasizes the need for a million and a half jobs by 1970. This is required to reduce our unemployment rate to 3 per cent and to provide work for the record number of young people who will be entering the labour force," he said.

John P. McCool, regional representative of the International Brotherhood of Woodworkers of America, called for a halt to the campaign of hate and animosity both within and outside unions.

First Biennial Convention Of CUPE Held in Vancouver

The first biennial convention of the Canadian Union of Public Employees (CLC) since its founding two years ago was held in Vancouver in September. The convention drew 500 delegates from 300 locals in all 10 provinces.

The speakers included Hon. Allan J. MacEachen, Minister of Labour, whose topic, "Current Trends in Labour Relations", dealt with job security, assistance to stimulate the training of persons within industry through the Technical and Vocational Training Assistance Act and the Vocational Rehabilitation of Disabled Persons Act, the Manpower Consultative Service program, the integration of the Canada Pension Plan with private plans, labour-management co-operation, and the Government's intentions to introduce collective bargaining for the public service.

Stanley A. Little, President of CUPE, urged Canadian labour leaders to "move with the times" by recognizing that Canada needs fewer unions. He said that public servants should retain the right to strike, but should sit down with Government bodies to work out ways to keep strikes to a minimum. He added that compulsory arbitration "is no solution" because "it tends to undermine still further the process of collective bargaining."

Mr. Little also cautioned the union's members not to oppose technological changes needed to maintain Canada's competitive position in world trade. "There is little or no point in forcing industry or comunities to stagnate by refusing to allow changes that are necessary in an automated society."

24th Conference Of the CAALL

Manpower policy and programs in Canada, and current issues facing Labour Relations Boards in the administration of labour relations legislation were the main topics discussed at the 24th annual conference of the Canadian Association of Administrators of Labour Legislation, held in Regina, Sask., August 17-20.

At the manpower session, the delgates discussed federal, provincial, and joint federal-provincial programs in the light of a recent examination of Canada's policy and programs in this area, conducted by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development (OECD) as part of its program for reviewing the manpower policies of member countries. The principal speaker at this session was Solomon Barkin, Deputy Director of the Manpower and Social Affairs Secretariat of OECD in Paris.

The labour relations board officers focused attention on judicial review of decisions of the boards, and on problems arising in the enforcement of labour relations legislation, with special emphasis on the provisions relating to cease and desist orders, re-instatement, and leave to prosecute.

The Association also reviewed recent legislative and administrative developments in all jurisdictions, and discussed the reports of its standing committees on statistics and research, and industrial safety. Dr. Howard Nixon, Executive Director of the Provincial Youth Agency in Regina, was the guest speaker at the annual dinner.

Among the 75 delegates attending the four-day conference were the deputy ministers and other senior officers of the federal and provincial departments of labour, and representatives of the Unemployment Insurance Commission, the Northwest Territories Government, and the International Association of Governmental Labor Officials of the United States and Canada. Labour ministers in attendance included Hon. Raymond Reierson, Alberta; Hon. Leslie R. Peterson, British Columbia; Hon. K. J. Webber, New Brunswick, and Hon. Lionel Coderre, Saskatchewan.

At the closing session J. B. Metzler, Deputy Minister of Labour, Ontario, was elected president of the Association. Other officers appointed to the exectuive board for 1965-66 are: W. H. Sands, Deputy Minister of Labour, British Columbia, immediate past president; George V. Haythorne, Deputy Minister of the federal Department of Labour, first vice-president; and W. W. Reid, Deputy Minister of Welfare and Labour, Prince Edward Island, second vice-president.

Labour Planning Big Drive For White-Collar Workers

The Canadian Labour Congress has launched the second stage of a campaign to bring more of the country's white-collar workers into organized labour. A series of conferences across the country has been planned to bring together rank-and-file delegates from local white-collar unions for a discussion of organizing problems and the techniques of solving them.

A regional conference has been called for Montreal on October 30 and 31. Others are set for Regina, November 27-28; Vancouver, December 4-5; Toronto, January 16-17, and Halifax, March 5-6.

Big retail firms, banks, and insurance companies are the eventual targets of the new campaign.

In recent years, CLC-affiliated unions have been making a slow but steady gain in the white-collar field, organizing about 4,000 new members a year. But this has hardly kept pace with the growth in this sector of the labour force.

Seven Safeguards Listed by TUC as Price for Automation

The British Trades Union Congress has published a pamphlet, "Automation and Technological Change", in which it has laid down seven safeguards as minimum requirements for trade union co-operation on automation.

In 1956 the TUC approved a statement called "Trade Unions and Automation." At that time it laid down five safeguards.

The seven new safeguards are:

1. a detailed timetable should be drawn up well in advance of the introduction of changes in industry;

2. measures should be taken to adapt workers to the technical needs of the change;

3. agreements should be reached about procedures for selecting employees for retention or discharge;

4. there should be adequate facilities for retraining;

5. the possible impact on wages should be "fully considered";

6. full consideration should be given to the effect of proposed technological change on conditions of work;

7. close consultation should be maintained with union representatives.

Recommend Six-Month Halt on Price Increases for Flour

A six-month halt on price increases by the flour milling and bakery industries in Britain was recommended by the National Board for Prices and Incomes in its third report published in September (L.G., June, p. 502).

The Board said that the industries should formulate proposals during this period for the more effective deployment of labour. On the basis of these proposals, the Government would then discuss with them "the extent to which their long-term needs require an adjustment of price."

The Board made four recommendations specifically for the bakery industry. They are:

1. local and national negotiations for a reduction in the practice of extensive overtime working;

2. national negotiating machinery for the distributive part of the industry where five unions at present negotiate area and local arrangements with particular firms;

3. a service charge "fully reflecting the extra cost of selling to the consumer on the doorstep rather than in the shop";

4. comparisons of the distribution costs of different firms by consultants "so as to prompt a more scientific approach to the question of distribution."

The Board also suggested that companies should consider whether the variety of breads could be reduced to get longer production runs. One group, it says, produces 75 different types, and another 50. But it acknowledges that greater standardization throughout the industry could result in breaches of legislation on restrictive trade practices, and suggested that the Government might consider this.

Minimum Wages Increased For 3.6 Million in U.S.

Minimum wages have been increased for 3.6 million workers in the U.S. It took four years to bring it about, but the workers who were covered by the Fair Labor Standards Act for the first time in 1961 have now achieved equal status with employees previously under the wage-hour law.

The last stage in the adjustment process took place in September, when the minimum wage for the recently covered group moved

up to $1.25 an hour, with a 40-hour ceiling on the straight-time work week for most employees affected.

A Labor Department official estimated that 810,000 workers received pay raises of up to 10 cents an hour. Most of them in large retail stores and service trades. Their previous wage minimum was $1.15 an hour, with overtime required only after 42 hours.

A bill approved by the House Labor Committee and awaiting action by the U.S. Congress would move the federal minimum wage ahead at a considerably faster rate over the next three years. It would set the minimum wage at $1.40 next July, rising in two additional steps to $1.75 by July 1968. The same bill would bring additional millions of workers under the law, with a five-year schedule to achieve wage parity with those already covered.

Absorption of the new group into the mainstream of federal wage-hour standards began in September 1961, with a $1 pay floor, but no ceiling on hours. At that time, other workers were covered by a $1.15 minimum. Two years later, when the regular federal minimum moved up to $1.25, the new group still was held at $1 an hour, but most became entitled to overtime after 44 hours.

Last September, the wage floor for the 3.6 million moved up to $1.15 an hour, and the hours ceiling dropped to 42.

New Safety Program Started In U.S. Construction Industry

In the United States, a program aimed at making working conditions safer in construction, one of the country's most dangerous occupations, has been inaugurated by the AFL-CIO Building and Construction Trades Department, and the Red Cross. Under the plan, first aid classes directed by the Red Cross will be included in the off-the-job training given to apprentices in the building trades under long-standing arrangements between unions, employers and the Labor Department's Bureau of Apprentice Training.

The program is being extended throughout the nation after several years of local training in different parts of the country.

NLRB Seeks to Restrict Anti-Union Conduct

The United States National Labor Relations Board may seek to develop new methods of discouraging anti-union conduct by employers, the chairman of the Board said recently. Frank W. McCulloch, who has been re-appointed as chairman for a new five-year term by President Johnson, declared that there was still wide-spread resistance to unions by employers.

The great bulk of the work that has been coming to the NLRB this year has been in connection with complaints of interference by employers in unions' attempts to organize, Mr. McCulloch said. The latest annual report of the Board showed that unfair practice cases now made up more than half the constantly rising work load of the agency. In the 1964 fiscal year, 68 per cent of the unfair practice charges were filed against employers, 32 per cent against unions, the numbers of cases being 10,695 and 4,856 respectively.

AFL-CIO Prepares Pamphlet For High School Debates

A comprehensive survey on the subject, "What policy in labour-management relations will best serve the people of the United States?" has been prepared by the AFL-CIO for use in high school debate. The title of the survey is "Collective Bargaining—Democracy on the Job."

The National Committee on Discussion and Debate has formulated three propositions for debate: that the federal Government should use compulsory arbitration in disputes in basic industries; that it should prohibit the union shop; and that it should do away with industry-wide bargaining.

The AFL-CIO pamphlet describes the development of collective bargaining and the different ways in which it operates, and it devotes a separate chapter to each of the three propositions.

Printing Unions Merger Forecast by ITU President

A merger of all printing trade unions, and the eventual formation of a consolidated graphic arts-communications union, was forecast by Elmer Brown, President of the International Typographical Union, in his address to the union's annual convention in Washington.

Besides fulfilling the usual union functions of protecting working standards, such a union would, in Mr. Brown's view, be responsible for providing the technical training necessary for jobs in such an industry.

Six-Week Vacations Won By United Rubber Workers

A new two-year contract between United Rubber Workers and the Armstrong Rubber Co. provides six weeks of vacation each year for workers with 30 or more years of service. The agreement provides also for four weeks after 15 years and five weeks after 25 years.

Major Changes Predicted In Industrial Management

A University of Chicago professor has predicted great changes in the management level of industry, forecasting both decentralization and centralization.

In a keynote address to the annual convention of the Canadian Institute of Chartered Accountants in Vancover, T. L. Whisler said he was in the presence of "one of the largest groups of rapidly obsoleting craftsmen sitting together in one place at this date."

He said he and members of the audience were going "out of date enormously fast—and most of us don't even know it. Those who will replace us have already come on the scene and most of us don't even recognize them."

Prof. Whisler indicated that not only computers but also technical and professional persons are taking over management to an increasing degree. His conclusions are:

—Function of man and machine will become increasingly differentiated, permitting decentralization of the creative management functions which will be retained by men, and centralization of operating functions given to the machine.

—The growing number of professionals will change managerial attitudes and behaviour. There will be less emphasis on organizational loyalty and greater individual mobility.

—A breakdown in the present tightly-coupled organization structure will result in a breakdown of some contemporary personnel procedures. For example, in the future there will be more concern in organizations for individual salaries determined by the market and less concern for maintenance of a systematic wage structure.

—The use of multiple chiefs or committees in top management will follow in the next decade. This is because no one person can be expected to know all there is to know today in a large organization, and the skill and needs of managers will grow rapidly.

—An unfortunate by-product of all this will be the difficulty of maintaining the "entrepreneurial spirit and ability in the organization."

Education Costs Top Two Billion

Total expenditure on education in Canada in 1962 was $2,324,420,000, the Dominion Bureau of Statistics reported in its annual survey of education finance. This amounts to 7.5 per cent of total personal income, or $125 for every man, woman and child in Canada.

Provincial governments contributed 43.5 per cent of the total, local taxation provided 32.6 per cent, and the federal Government 15.1 per cent. The remaining 8.8 per cent came from fees and miscellaneous sources.

Women's Bureau Distributes Occupational Information

The Women's Bureau of the Department of Labour of Ontario had a booth at the Canadian National Exhibition in Toronto for the distribution of occupational information. Cards of various colours gave brief descriptions of 100 separate occupations, outlining the duties, nature of the work, qualifications, training, related jobs, and sources of further information.

Visitors to the booth were interviewed at a reception counter and, having decided which occupation interested them most, were given a 'job selector' card. They then proceeded to the 'job selector' operator who inserted the card in a specially set up electronic sorter, and obtained a job data card on the occupation.

This was the second year that the booth had been in operation at the CNE, but the first time that an electronic processing machine has been used.

International Women's Group Honours Miss Margaret McIrvine

Miss Margaret McIrvine, Chief, Miscellaneous Services Division, and acting coordinator of women's employment with the National Employment Service of Canada, was elected honourary secretary of the International Federation of Business and Professional Women at its 10th Congress held in Washington, D.C., July 29-August 3.

The Congress brought together 1,460 officers, delegates and observers from 23 countries.

Miss McIrvine is former finance chairman and a past honourary secretary-treasurer of the Canadian Federation, as well as past president, Ontario Chapter, International Association of Personnel in Employment Security (IAPES), and has served as vice-president, National Council of Women.

Dr. Helen K. Mussallem Honoured by The Queen

Dr. Helen K. Mussallem, executive director of the Canadian Nurses' Association, has been admitted as Officer Sister in The Most Venerable Order of the Hospital of St. John of Jerusalem by Her Majesty, Queen Elizabeth. Dr. Mussallem received the honour at an Investiture at Government House in Ottawa in October.

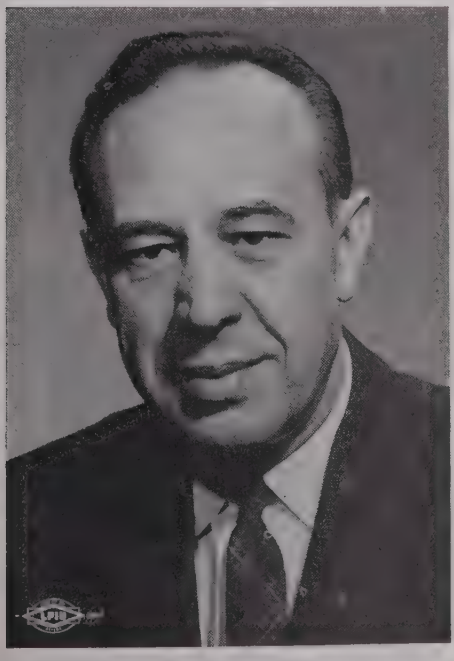
Occupational Research Expert Joins Department of Labour

John Andoff, 60, has been appointed Chief of Occupational Research in the Economics and Research Branch of the Department of Labour at Ottawa. Until recently he was Director of Career and Placement Services at McMaster University in Hamilton.

Mr. Andoff will be responsible for developing a program of research and analysis on trends and prospects in various occupations, in line with recommendations of the national Seminar on Guidance and Counselling and the report of the Economic Council of Canada. He is widely recognized as a leading authority in the highly specialized field of occupational research and analysis.

In 1956, Mr. Andoff worked for a year with the International Labour Office at Geneva, Switzerland, as Chief of the Occupational Analysis Unit that was instrumental in producing the International Standard Classification of Occupations.

Born in Yugoslavia, Mr. Andoff was educated in Canada and graduated from McMaster University in 1929.



John Andoff

Bureau of Labor Statistics In U.S. Appoints New Chief

Arthur M. Ross is the new chief of the U.S. Bureau of Labor Statistics, replacing Ewan Clague, whose resignation came after 18 years as Commissioner.

Dr. Ross came to the BLS from the University of California at Berkeley. From 1954 to 1963 he served there as Director of the Institute of Industrial Relations. He has had broad experience as an arbitrator in the aircraft and auto industries, and has served the Government and the Labor Department on repeated occasions. He is the author of the books, "Trade Union Wage Policy" and "Industrial Conflict."

The Bureau is the federal Government's fact-finding agency in the field of labour economics. It collects, analyzes and publishes data on employment, manpower productivity, technological developments, wages, industrial relations, work injuries, prices and costs and standards of living.

Recent Staff Changes On *The Labour Gazette*

W. S. Drinkwater, Editor of the LABOUR GAZETTE since April 1958, has been appointed Editor in Chief of the Department's monthly journal and Chief of the Publications Division of the Information and Labour Gazette Branch.

The new Editor of the LABOUR GAZETTE is Jack E. Nugent who, since October 1958, has been Editor of *Teamwork in Industry*, published by the Labour-Management Co-operation Service.

Miss Shirley Popham, who has had eight years' newspaper experience, including terms on the Brantford Expositor and the Manchester (England) Evening News, is the new Editor of *Teamwork*.

Richard Knowles, Editor with the Economics and Research Branch since February 1961, is now Chief of the English Editorial Services Section of the Information and Labour Gazette Branch.

Chief of the French Editorial Services Section and Editor of *La Gazette du Travail* is Georges D'Astous, former Editor of *Jeune-Commerce*, published by the Canadian Jaycees of Montreal. Mr. D'Astous has been with the Branch since January.

Number of Families in Canada Shows Gain of 86,000 in Year

The number of families in Canada, excluding the Yukon and Northwest Territories, was estimated at 4,400,000 at June 1, 1964 by the Dominion Bureau of Statistics. This was an increase of 86,000 or 2.0 per cent since June 1, 1963, and 260,000 or 6.3 per cent since the 1961 census.

The average number of persons per family on June 1, 1964 was 4.0, the same as the previous year, and a slight increase from the 1961 census.

The average family size was greatest in Quebec and the Atlantic Provinces at 4.3 persons per family. The Prairie Provinces were next with 3.9 persons, while Ontario and British Columbia had the smallest average size at 3.7 persons per family.

Children per family (unmarried children under 25 years of age living at home) averaged 2.0 on June 1, 1964, unchanged since June 1, 1963, but up from the 1.9 recorded in 1962 and at the 1961 census.

The 1964 estimates show marked differences between regions and in the number of children per family. Families with no children were only 23.5 per cent of all families in Quebec, and 24.0 per cent in the Atlantic Provinces, but constituted 30.6 per cent of the total in British Columbia, 29.0 per cent in the Prairie Provinces and 28.3 per cent in Ontario.

Families comprising five or more children accounted for 14.9 per cent of all families in the Atlantic Provinces and Quebec; 8.4 per cent in the Prairie Provinces; and 6.7 per cent and 5.5 per cent, respectively, in Ontario and British Columbia.

Net Spendable Earnings of U.S. Factory Workers Decline

Factory workers' net spendable earnings edged downward in July from record June levels, the U.S. Department of Labor's Bureau of Labor Statistics reported. The decline was a result of the seasonal reduction in average weekly hours; average hourly earnings, at $2.62, were unchanged from the June all-time high.

At $89.20 for the single worker, and $96.90 for the worker with three dependents, the take-home pay (gross weekly earnings less federal income and social security taxes) of both types of workers was 45 cents shy of their June all-time highs. Compared with July 1964, however, factory workers received about $4.75 more in their weekly pay cheques, as a result of the 9-cent gain in average hourly earnings, the slight increase in the work week, and the second step of the 1964 tax cut.

Because of the small rise in consumer prices between June and July, factory workers' real earnings—or purchasing power—declined slightly more than net spendable earnings. The over-the-month drop in real earnings, from the record high June level, amounted to 46 cents for the single worker, and 49 cents for the worker with three dependents. Nevertheless, real earnings increased by 3.3 per cent from a year ago for the worker with three dependents, and 3.9 per cent for the single worker.

Union Agreements Covering 600,000 Workers Analyzed

The U.S. Department of Labor has issued a detailed study of the features of 209 collective bargaining agreements that, by late summer 1964, had been made under the terms of an Executive Order establishing a policy for employee-management co-operation in the federal service. The agreements covered nearly 600,000 workers in 21 federal departments and agencies. About 90 per cent were negotiated by unions affiliated with the AFL-CIO.

While the largest number of workers were accounted for by the Post Office Department, other agencies with significant contract or worker coverage were the Departments of Defense, Labor, Interior, Health, Education and Welfare, and the General Services Administration.

The Executive Order provides three forms of recognition for employee organizations—informal, formal, and exclusive. Exclusive recognition and collective bargaining rights are given to organizations selected by a majority of the employees in an appropriate unit.

In its complete form, the study presents a detailed picture of bargaining in the federal service and will serve as a base upon which changes in collective bargaining can be measured.

Majority of Canadians Oppose Shorter Work Week

About six out of 10 Canadians are opposed to a reduction in the length of the standard work week from 40 to 35 hours, according to a poll conducted by the Canadian Institute of Public Opinion—and the proportion opposed has increased during the past three years.

When the question was asked in 1962, of those who replied, 57 per cent were opposed to the shorter week. Today, 61 per cent are opposed. There has, however, been an increase in the proportion who are definitely in favour of reduced hours—from 29 in 1962 to 35 per cent today. In the most recent poll, 4 per cent expressed no opinion.

The greatest support for the 35-hour week comes from the white collar workers, 46 per cent being in favour, with 53 per cent opposed. Among the ranks of organized labour, four in 10 want the shorter work week.

In the United States, as in Canada, about six out of every 10 persons (59 per cent) are at present opposed to a shorter working week, and 35 per cent are in favour.

EDUCATION: The Key to Freedom In an Automated Society

by Timothy E. Reid

Canada can no longer afford the luxury of wasting so much of the intelligence and so many of the abilities of most of its people. Our formal educational system has been, and is, extremely wasteful, in that too many of our youth leave it before they have even moderately developed their potential thinking abilities.

In the years 1945 to 1957 we could afford this waste in a strictly materialistic sense. The thousands of young people who left our schools before their intelligence and talents had been developed as far as possible by formal education could choose from a wide variety of opportunities in the world of work—a wide variety of well-paying and steady jobs on the production lines of our factories, on the pipe lines, and in the offices.

Threatened labour shortages for jobs of a more complex nature could be met by a national policy of importing, on a selective basis, educated and formally trained people from Western Europe, thus preventing our economic growth from slowing down because of a "qualitative man-power bottleneck."

This Canadian experience in the postwar years to 1957 was the opposite of the Western European experience. In countries such as Switzerland and Sweden, for example, the education system held on to, and brought out, the potential abilities of the young Swiss and the young Swedes so that when they left school they joined the labour force in quite complex ability-demanding occupations; less ability-demanding but essential jobs, particularly those of an unskilled and manual nature, were filled by people imported from Southern Italy and Spain—people whose educational attainment was absolutely and relatively low.

In Canada, the less demanding jobs were filled by young Canadians who left the educational system; the more demanding jobs were filled to a significant extent by importing better-educated Europeans. Many highly industrialized European countries imported their "hewers of wood and drawers of water"; Canada produced her own native sons. In short, Canada sapped the educational systems of Western Europe to bridge the gap between the high-quality labour requirements of her complex industrial economy and the limited supply of properly educated personnel flowing from her school systems.

Reasons for Waste

There were two reasons why we could afford the luxury of this educational waste during the first 17 years after the "second world war." First, most undereducated Canadians could find productive income-producing work; the level of technology in our economy meant that young workers were needed to the extent that almost any youth could leave school with less than Junior Matriculation and start immediately into a job which would last longer than a few months. The men could support families. Secondly, our economy could function at a high level of efficiency with the overall level of education of the labour force provided by the Canadian education system as a whole, strategically supplemented by the products of the Western European school systems. The reasons we can no longer afford the luxury of an inefficient educational system in Canada are just the opposite. The new technology means that a great many undereducated Canadians will not find income-producing work—the jobs their fathers got when they left Grade 10 or 11 have been taken over by the new technology incorporated in the automated machines. Furthermore, the Canadian economy cannot function effectively with the present level of education of the labour force—a level in which 43 per cent of the labour force has Grade 8 education or less. Ours will be an under-achieving economy because of this restriction—and this is happening at a time of increasing competition from other countries, and at a time when educated Europeans are quite happy to stay in Europe rather than

Professor Reid lectures in economics at York University, Toronto, is Co-ordinator of Secondary School Affairs, and is also Secretary of the Faculty of Graduate Studies at York.

The present article was prepared from lectures delivered by Prof. Reid this summer to the Ontario Department of Education's Secondary School Principals' Course at the University of Western Ontario in London, and Queen's University in Kingston.

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—Photo by Gilbert A. Milne & Co.

Timothy E. Reid

make the long trek to Canada, despite an active government policy of shopping around in Europe. Canada is now almost entirely dependent on its own educational institutions. The federal Government and the provincial governments had better not only wake up to this fact, but do some revolutionary decision-making to meet it. Quebec, of course, has already awakened—and leap-frogged the rest of us.

Another conclusion about automation and education is that the new technology could very well cement those conditions in our society which tend to perpetuate the sons and daughters of the poor staying poor, and to perpetuate the sons and daughters of the middle-class and wealthy staying middle-class and wealthy. Automation is already supporting these conditions. The cement is already drying to set a definite two-class social structure in Canada which is, in many ways, more invidious than Marx's "increasing immiserization of the proletariat." The reason for this ossification is that for the first time in the history of man, education is placed squarely between man and his work; modern technology has advanced to the point where this relationship exists for almost all men and for almost all work.

Today, the undereducated are the unemployed. The unemployed are the poor. The children of the poor are the school dropouts. The school dropouts are the unemployed. Or, we can take a look at the other circle. The educated are the steadily employed and are the middle income and the rich. The children of the middle class stay in school—many of the less able enter and scrape through our universities. The well educated are the employed. The Dominion Bureau of Statistics puts the relationship in these terms: "Canadian children of wealthier parents are more likely to continue at school longer than the children whose parents are in the lower earning brackets." For example, one out of every two 19-24-year-old children of parents whose family income is $7,000 or more is studying at an educational institution, while only one out of every eight such children of parents whose family income is $3,000 or less is still studying.

Mobility is Gone

The point is that never before has education come directly between man and his work. It used to be that a lot of our youth could leave school early and step immediately into jobs—and fairly well-paying jobs at that. To be undereducated was not necessarily to be unemployed and therefore without adequate income. The sons and daughters of the undereducated and *almost-middle-income parents* were about as likely to continue at school as long as the sons and daughters of better-educated and middle-income parents. The social structure *was mobile.* What is *new* in this decade is that the new technology has cut this mobility to the quick—we are, in fact, living in a highly rigid class system. More and more of the undereducated cannot work and earn income, and their children drop out of education. The cycle is on.

The group of people in our society made up of families which have parents with very little formal education and with incomes above $5,000 is becoming relatively, if not absolutely, smaller and smaller. In the 1920s and the 1950s such a family was not a rarity. All the welfare payments in the world can't make the average undereducated, unemployed father of today a middle-income statistic.

My third conclusion about automation and education concerns automation as a tool in the educational process. We have all heard about the new teaching machines. We may or may not have seen or used them. One thing is certain: they will make a great difference to teacher and pupil alike, for they can relieve the teacher of much of the drudgery of teaching, and at the same time provide the pupil with an individualized program of learning. I shall elaborate on this later.

For the moment, I would like to note simply that there is a very real danger that the principals and teachers of our schools will depend on the teaching computer too much. The temptation will be to program

most of the curriculum and entire courses into the teaching computer because it will look like a reasonable and efficient thing to do, particularly because each student will be able to be individually taught. This would be a mistake; we must not ascribe to the teaching computer magical qualities and try to press it beyond its limitations. The teacher must teach and supervise those who monitor and co-ordinate the teaching computers; the teacher must *not* become the monitor and co-ordinator of machines.

In this way, automation could be working at cross purposes with itself. It stands to reason that anything that comes out of the teaching computer can be done by the computer—therefore the pupil "educated" primarily or solely by teaching computers simply becomes a poor and inefficient copy of the machine. The abilities needed for an automated society—the abilities developed through education—are precisely those abilities the computer cannot teach. For example, on the one hand, automation *in the economy* demands a labour force with certain high-calibre qualities. On the other hand, automation, *as a teaching machine,* could educate people with the wrong kind of qualities for the labour force.

Another way of stating this possible quandary is to say that, in the economy of the remaining third of this century, the automated machines will require more human qualities from the men and women of the labour force, while the automated teaching machines in the high schools and post-secondary school institutions may be closing man in by making him more like a machine—like the teaching computers themselves.

There is a very real danger that computer-monitored instruction, unwisely used, could result in a perversion of intent—to make men think like the computers that assist in teaching. A person who is educated to think like a computer will not be able to compete with a computer for a job in the labour market, nor will such a person have the disciplined imagination and insight necessary to manipulate the new machines or to understand and be able to supplement for their limitations.

What Kind of Education?

My fourth general observation is that the new technology makes it imperative to decide what the purpose of education is, what kind of education is needed for an era of radical technology change in which machines are much more efficient than man in so many new ways. For example, to establish any new post-secondary educational institutions which have, as their primary function, education "for routine skill jobs in a conventionally work-oriented society" is ironic, since planning education "for specific occupations will be more difficult because of the lack of sufficient foreknowledge about specific occupational needs as they are altered by rapid technological change" (Donald N. Michael, TEQ, Spring 1965).

CREATION OF THE NEW CLASS SYSTEM

During the 1950s, the new technology of automation began to cleave society, particularly its younger members, into the two clearly distinguishable classes. Today one class is made up of the undereducated, most of whom, because they are undereducated, are chronically unemployed or work only sporadically and who, because they are unemployed, live in deprivation, poverty or destitution.

The other class is made up of the people who have, at the very minimum, four years of secondary school education, and most of whom, because they have sufficient formal education, are continuously employed and who, because they are steadily employed, have incomes of at least $5,000. What Karl Scott, President of the Ford Motor Company of Canada said last year was true even in the mid-1950s. He stated that, "As our technology advances . . . the relative number of unskilled jobs will go down, and the undereducated will face increasing difficulty in making their way in life." His prediction was, unfortunately, already fulfilled by the time he made this statement.

The empirical validity of this statement is staggering. According to the Census, 83 per cent of the unemployed in Canada in 1961 had less than four years of secondary school education. Or, take the fact that the unemployment rate for Ontario's teenagers who drop out of school prior to grade 12 and who do not take further apprenticeship training in government programs is greater than 15 per cent . . . at a time when the average unemployment rate for the province is about 3 per cent.

Now this is very sad in itself; it is sad that the invisible hand of the market place can no longer guarantee jobs for all but a few *regardless* of education. But what makes it an invidious state of affairs is that the mobility—the movement of people—between these two groups is increasingly becoming a myth. Whenever we speak of "democracy," "free society," "open society," "liberal society," and "freedom," many of us rationalize the fact that one out of every four people in Canada lives in deprivation, poverty or destitution—or rationalize plenty in the midst of poverty—by saying: "Oh well, everyone has

a reasonable chance, if not an equal chance, to be in the 'plenty' category if only he strives for success." In short, "social mobility" is not only assumed to be broadly operative as a vital characteristic of democracy, but is pulled out of the grab-bag of clichés as the sop to the existence of poverty, filth, ignorance, and disease in Canada.

What the new technology is doing is destroying at a very rapid pace, what "social mobility" there is between those in poverty (particularly those born into poverty) and those in plenty (particularly those born into plenty). Increasingly, those sons and daughters born of mothers in the lower and poverty income brackets are themselves locked into these incomes, a great many of which are made up of welfare payments. Increasingly, those sons and daughters born of parents with incomes over $5,000 are themselves assured of being in the same income categories and have excellent opportunities of joining higher income groups. In a nut-shell, this is the social fact that John Porter keeps returning to in his book *The Vertical Mosaic.*

Creeping Rigidity

Let me attempt to document the nature and reasons for this creeping new class rigidity, which only a very few Canadians born into poverty can ever break out of in the years ahead.

In its very cautious language, the Dominion Bureau of Statistics states: ". . . children of wealthier parents are more likely to continue at school longer than children whose parents are in the lower earning brackets. This is substantiated by the occupational data which show considerably higher proportions of these children at school among such relatively high salaried occupations as the managerial and professional than among lower wage earning occupations." And this is further substantiated by the parent educational data which show considerably higher proportions of children of salaried college-educated parents at school than among less educated parents: "Parents with an inadequate education are generally in the lower-income brackets and, therefore, find it a greater financial strain to keep their children at school beyond the years of "compulsory schooling."

For example, while 91 per cent of 15- to 18-year-old children of parents who earn $7,000 and more each year are at school or university, only 61 per cent of such children of parents who live on $3,000 or less are at school or university. In the older group, 19 to 24 years, the gap is even wider: 50 per cent compared to 12 per cent. Ninety-two per cent of the 15- to 18-year-old sons and daughters of well-paid professional engineers are at school, while only 58 per cent of the teenage sons and daughters of low paid non-farm labourers pursue formal education. In the older age-group, the comparison is 57 per cent to 10 per cent. Take the children of parents with a university degree who would be making at least middle-income salaries compared to children of parents with Grade 8 or less formal education (about 57 per cent of the population). The comparison for the older age group is 64 per cent to about 10 per cent, and for the younger age group, 94 per cent to about 55 per cent.

In a more specific Ontario study by Professor W. Fleming[1] in the 1950s, it was found that while 31 per cent of the labour force was accounted for by low-paid and often unemployed, unskilled and semi-skilled workers, the children of these workers accounted for only 14 per cent of the Grade 13 students. In a city study (L.G. 1963, p. 112), Professors Hall and McFarlane concluded that the percentage of the children of manual workers in the city in question reaching Grade 13 was less than half the percentage of the children of non-manual workers. Hateful as totalitarian states like Russia, Poland, Yugoslavia might be, if you are the son or daughter of a manual worker in these countries, you'll have just as much opportunity to participate in the final year of secondary school as will the child of a non-manual worker.

Let's look at the universities. In a 1961 Dominion Bureau of Statistics sample survey of Canadian university students, it was found that while about 65 per cent of the heads of families earned annual incomes of less than $5,000, the children of these families accounted for only 30 per cent of the students taking arts and sciences. In a society of equal opportunity, the percentage *should* have been much, much closer to 70 per cent.

In an earlier study, DBS noted that, while 96 per cent of Canadian families had incomes of less than $10,000, the children of such families made up only 78 per cent of the medical students and only 72 per cent of the law students. In a Quebec study done during the Duplessis regime, it was noted that while 43 per cent of the provincial labour force was accounted for by unskilled and skilled workers, the children of those workers accounted for only 14 per cent of the university student population.

One Out of Four

Now, *regardless* of the reasons why children of the lower-incomes class do not occupy their fair share of high school and university places, the *fact* is that, if a child's father brings home an annual income of less than $4,000 a year—and probably one out of every four families in Canada are in this category—today that child's chances of participating in the work of the final high school year

are little more than half the chances of a child whose father brings home an income of over $7,000.

Let me put the fact another way. I am willing to estimate that of the 61,000 teenage pupils who dropped out of education *altogether* in Ontario between September 1963 and September 1964—and by this I mean pupils who "retired from school life" completely, pupils who did not go into further training of any sort, and pupils who did not leave the Province or die or become physically or mentally disabled—50,000 *were born of parents whose family income at the time the child dropped out was below $5,000 or even $4,000.* In short, over 80 per cent of our teenage education-leavers in 1963-64 were from the lower-income class—primarily the poverty class.

The next part of my argument is the obvious one: Without a secondary school education, a young person in Canada either will not be able to find a job, or the job he does get will likely be automated in a few years. He will start the run of part-time work and eventual unemployment, and he will, as a consequence, be in the lower-income class. For example, over 20 per cent of the class of '64 dropouts were not employed between the time they left school and September 1964. Another 45 per cent went into labouring, agricultural, and clerical occupations—*precisely* those occupations which are being hit and will be hit increasingly by labour-saving technological innovations. Those in labouring occupations will be hit by factory automation, and those in clerical occupations will be hit by office automation, and these undereducated members of the work force will be the first to go.

The trend of our unemployment is becoming even more concentrated among the undereducated, and shifting to an entirely new level. Many undereducated fathers *and* sons will lose their jobs *at the same time.*

In summary, then, social mobility between the poor and the rich is already largely a myth in Canada today. The fact is that most children of the poor drop out of education before completing high school. With inadequate education most of them will be condemned to low earnings even if automation does not put them in the ranks of the chronically unemployed. Their children will be the high school dropouts of the 1970s who will in turn be the unemployed. Only a few will break out of the class cycle. This is hardly the democracy we like to believe we have in this country.

I have been very careful not to attempt to explain *why* the children from low-income families make up the vast majority of our educational drop-outs. I have been careful, I think, to make merely a statement of fact—a correlation if you like—which states that the forces in our society today, particularly technological change in conjunction with the ways in which our society has evolved or has been haphazardly organized, are cementing a classical two-class structure.

The Reasons for Dropout

I would like now to state what I consider to be some of the reasons for so many inherently able, intelligent, and creative sons and daughters of the poor dropping out of education altogether, many before the age of 16, often after years of passive "sitting-in." Too many quit education with their innate ability still locked up inside them. When I say "too many," I mean both in terms of the absolute number of individuals involved, and relative to the dropout rate of middle-income children.

The latter relative measure is important as an index of the degree of real meaning to the concept of "equality of opportunity": In theory, *any* discrepancy seriously challenges the validity of democracy in our society. I shall also make a recommendation which, if implemented, would go a long way in creating genuine equality of opportunity or, if you prefer, equality to compete for the very scarce senior high school places and post-secondary school educational places in Canada.

At bottom, I believe that a great many Canadian families who live on $4,000 a year or less—about one in four families—simply "do not transmit the cultural patterns necessary for the types of learning characteristic of the schools and the larger society." (Bloom, p. 4)[2] The popular expression is that the children of such families are "culturally deprived" or "disadvantaged." The research results in this field seem undeniable. They are probably quite obvious to you.

"For the most part, it is the adults in the home who serve to stimulate the child's intellectual development . . ." For example, many children in the low-income homes, particularly in rural areas, reach the age of six or seven without ever seeing a book. Often the very word "book" is simply not part of their vocabulary. A child's world without books is often the result of a lack of concern and a lack of stimulation by parents for "achievement and learning on the part of the child." It is also the result of the parents having poverty incomes which make it difficult for them to choose—even if there is a bookstore nearby and they contemplate the choice—children's books over a little more food and clothing, particularly when most children's books have to do with little Johnny playing with his tricycle on the broadloom with the backdrop of a fireplace and a stereo.

Publishers don't publish or commission stories and books for the poor or about the poor because the poor don't buy. And governments of course, musn't get involved too directly in such free enterprise activities. One small step in the right direction which could be taken by the Ontario Government would be to allow school children to keep their so-called "free" textbooks to take home permanently rather than store them in a school closet.

Neither do poverty homes contain as wide a variety of so-called "perpetual experiences" for a child as middle-income homes. "The typical midde-income home provides a very complex environment for the child's early perceptual development," and this gives these children a great advantage at the beginning of Grade 1 over the children from the low income homes.

A World without Books

Linked to perceptual development of the child and to his world, with or without books, is his linguistic development. The extension and development of speech—the ability to communicate—is one of the major differences between the two groups of children. In many lower-income homes, the parent often responds to the crude and limited language of the child with a monosyllable or with a nod of the head without using any words . . . There are often too many other people around, both members of the family and tenants, to devote much attention to any one person. In middle-income homes, the child is more often carefully responded to, and the "frequent use of language in relation to his environment and the people in it enables the child to use words and language as tools for thought . . . In short, he learns to learn very easily . . ." which includes motivation to find pleasure in learning.

Now, what I have tried to say thus far is simply that "Children without words are licked before they start . . . Children without words become school dropouts; dropouts deprived of hope behave delinquently. Amateur censors blame delinquency on reading immoral books and magazines, when in fact, the inability to read anything is the basic trouble." (*Saturday Review, Feb. 13, 1965*).

In sum, poverty homes too often breed children without words at the age of five or six. All later learning is likely to be influenced by this lack of basic learning. A child from such a background will have difficulty and constant frustration from the demands of the typical elementary-school program. "His frustrations and disappointments in school are likely to have an adverse effect on his view of himself, and his main desire must be to escape from the virtual imprisonment which school comes to represent for him." (Bloom, p. 16)[2]

If he lasts to secondary school he is probably "reading at a level approximately 3½ years below grade level." Because he literally cannot read the high school "arts and science" textbooks of Grade 9, the extremely likely probability is that he will shift into the streams (particularly the four-year streams) labelled "science, technology and trades" or "business and commerce" or "occupational programs". In too many cases, the choice to get out of the "tough reading courses" of the five-year arts and science course has little to do with the pupil's inherent rational abilities or potential intellectual curiosity. Except in a few cases, the culturally deprived child has been successfully screened from taking a course leading to post-secondary school education involving arts and science as entrance requirements, particularly to our universities—and this screening has started in the primary grades.

To my mind the statistical evidence quoted earlier strongly supports a process such as I have just outlined. Indeed, what Professor R. W. B. Jackson[3] said of the 1950s will, in my opinion, be accentuated in the immediate years ahead, particularly in Ontario. He said ". . . we are utilizing to the full the talents of no more than one third of our academically gifted young men and women." In another study of an Ontario city, the authors concluded that two thirds of the students who went to university were less than brilliant, and that only one fifth of those who were brilliant reached university.

Of course, if more funds were devoted to educational research, we could find out the extent to which my conclusion is true; it would involve simply a comparison of the income background of high school students in the five-year academic stream with the other streams.

Measures for the Culturally Deprived

I am fearful that the so-called "Robart's Plan" instituted in Ontario secondary schools a few years ago is resulting, and will increasingly result, in an extraordinary perversion of intent. Although it was clearly not planned as such, it may in fact turn out to be class legislation in the sense that it encourages children from lower-income homes to stay *out of* the academic stream leading on to university, and reserves places in that stream for the sons and daughters of the middle-income and wealthy parents.

In short, the recent re-organization in the high-school curriculum, *because it is not backed up by a barrage of other educational measures for the culturally deprived,* is contributing to the "enormous widening gap . . .

between those who can and do read intelligently (read and write, since the two intertwine) and do so habitually, and those to whom the printed word means little . . ." (*Saturday Review*, February 13, 1965).

I am also fearful that [Ontario Education Minister] Davis's legislation for Colleges of Applied Arts and Technology (CAAT) is merely a logical extension of the Robart's Plan. The CAAT proposal will, in effect, cement the fate of the culturally disadvantaged students who survive four or five years of high school in the non-university geared streams—the technical, commercial, and four-year arts and science. The principle of "separate but equal education" may have become a guiding principle of post-secondary school planning in this province. Instead of colour, poor or middle-class become the entrance labels.

The two plans together seem progressively to close the doors to re-entry to academic education after Grade 9 to those who are placed at an absolute and at a competitive disadvantage because of the accident of birth to parents with low incomes. In my opinion the class aspects of the two plans will disappear only if the following steps are taken immediately to insure that the culturally deprived children in our society have as good a set of initial communication skills and intellectual development as children of equal inherited ability from more culturally advantaged homes.

Compulsory and Free

Compulsory and free nursery schools and kindergartens should be organized "to provide culturally deprived children with the conditions for their intellectual development and the learning-to-learn stimulation which is found in the most favorable home environment. Such nursery schools and kindergartens should be very different from the nursery schools and kindergartens commonly used for middle-class children . . . The teachers for this new type of nursery school-kindergarten should be carefully trained . . . to do for many children what very good parents can do for a small number of their own children." (Bloom)[3]

Through such special educational efforts, thousands of culturally deprived children in this country can be brought up to satisfactory stages of readiness for the regular school learning. To a much greater extent than today, *all* children will be able to have genuine equality of opportunity to develop their intellectual abilities and, if there continues to be a shortage of places for able students in our universities, to compete in a meaningful competition for those places regardless of the income of their parents.

This is perhaps the most essential way for education to become the key to freedom in an automated society.

It may seem somewhat of a letdown to conclude this section on automation as the creator of the new class system, and education as the key out of that class system, with the single proposal for what amounts to "compulsory universal opportunity before Grade 1". However, I believe it is the key and the *only starting point* to the new economic and social forces of our times. For example, to be concerned with such proposals as "free university education" is to focus attention on the wrong end of the problem. The same can be said for the current concern for Community Colleges in this province. Besides, as Professor Ian Drummond[4] has said: ". . . those who advocate free higher education are actually encouraging a transfer of benefits from the poor to the prosperous . . . because on the average, the families of university students are better off than the rest of the Canadian population."

A brief look at the information concerning the availability of kindergartens in Canada is instructive, and tends to justify my single emphasis in this area of education. The information from the Dominion Bureau of Statistics indicates the following: Less than half the number of Canadian children age 5 and 6 attended school and kindergartens in 1961. Probably over 60 per cent of the 5- and 6-year-olds in urban centres attended school and kindergartens, while about 40 per cent in the rural areas attended.

While Ontario had relatively more kindergartens than elsewhere in Canada, the gap between urban and rural was much greater than the national gap because of the very large number of private kindergartens in Toronto. Nova Scotia, on the other hand, while also higher than the national average, had only a very small gap between urban and rural, both aspects being due to the provision for 5-year-olds to attend what are referred to as pre-Grade 1.

I have two reactions to this information. First, it is surprising that only one out of every two children ages 5 and 6 is in kindergarten or school. In my opinion, this is appallingly low. Secondly, most kindergartens are located in urban centres, particularly in Ontario, which means that children from rural-poverty homes have even less of a chance of starting Grade 1 on a par with children from non-poverty homes in the country.

It would not, I think, be overstating my case to say that the absolute and relative lack of free kindergartens in counties in Ontario such as Prescott and Russell contributes significantly to the extremely low high-school retention rate compared to coun-

ties such as Carleton. Such a conclusion is supported by the Nova Scotia information, in which there is very little discrepancy in high-school retention rates between counties, due to some extent, to the more equal geographical distribution of kindergartens.

AUTOMATION, EDUCATION, ECONOMIC GROWTH AND UNEMPLOYMENT

As I noted, there are two hard-headed, practical reasons why we cannot afford to tolerate our wasteful and inadequate process for education in Canada

First, we cannot sustain the rate of economic growth of 5-7 per cent in the years ahead without supplying the production function of the economy with a large and continuous flow of highly educated and qualified members of the labour force. The new complex machinery and industrial processes which we are increasingly using to produce those things which make up our material standard of living, require more and more educated, highly talented and highly competent people to manipulate and operate them.

We must have the new automated equipment and information systems in order to remain competitive with other nations. Otherwise we will not be able to continue to compete with the prices and quality of the goods of other countries, either at home or on the international markets of the world. The new technology of automation will be grossly unused in Canada, and the automated equipment which is installed, inefficiently used, unless we can properly run the new machines.

Equally important is the fact that without a rate of growth in the production of goods and services in Canada of 5-7 per cent in the decades ahead, 10 to 15 people out of every 100 people looking for a job will be unable to find one. The job opportunities simply won't be there. The point is quite simple—we have got to have enough highly talented and able people going into, and coming out of, our formal educational process, of the right education to operate and manipulate the new technology in the form of automated equipment and information systems. This is necessary in order to create enough jobs of a different nature that can be filled by people with less formal education. Unless this happens, many people with a good secondary school education will join the ranks of the unemployed undereducated.

The second and related hard-headed practical reason why we cannot afford to continue to tolerate our wasteful and inadequate process of formal education is simply that there will not be nearly enough jobs to go around for even a quarter of the undereducated who want income-producing jobs. Unless we change our ways quickly and very radically, we will have a peculiar and a very nasty unemployment welfare crisis on our hands in six years' time (1971): At least 10 per cent of our labour force could be officially unemployed and almost all of them with a miserable formal educational background of elementary, or, at the most, two or three years' secondary school. Furthermore, 75 per cent or more of them could well be under 30 years of age.

In 1971 this translates into 850,000 undereducated men and women looking for work and unable to find it, with about 640,000 in their teens and twenties. This is a frightening reserve army of labour, with frightening characteristics. Conscription into our armed forces or some other cause might be the only way of preventing a violent physical revolution at the worst, and massive welfare payments for income maintenance and psychological treatment at the best.

Three for Every Two Jobs

I assure you that I am not freely using my imagination to arrive at these forecasts. In 1961, one out of every two people looking for work and unable to find it was in his teens or twenties. Eighty-four percent of these younger members of the *un*employed labour force had less than four years of secondary school education. This specific group (undereducated, unofficially unemployed men and women in their teens and twenties) made up almost 38 per cent of the *total* unemployed labour force. Other statistical indicators make it quite clear, to me at least, that in 1971 there will likely be well over half a million undereducated out-of-school Canadians in their teens and twenties who are looking for work and unable to find it.

In short, the number of jobs opening up in the years ahead for people with less than five years of secondary school education is not going to be nearly sufficient to absorb the number of such undereducated people looking for work. It is likely that for every two such job opportunities in 1970, three people will be available to fill them. That makes an unemployment rate for this particular group of 33 per cent. The reason for this is that technological change, particularly automation, is eliminating the bottom educational rungs of the employment ladder at a time of a youth population explosion and inadequate educational opportunities for older teenagers and youths in their twenties.

As the Economic Council of Canada notes in its Report (L.G., Mar., p. 217) the occupational groups which are losing their share of employment are also those in which a relatively large proportion of the workers have the lowest levels of formal education.

The Report puts labourers, those employed in mining and quarry, those in logging and agriculture in this category; only 4.4 per cent of all labourers have 13 or more years' schooling, and there are relatively fewer and fewer job openings for labourers in the economy of the new technology.

In contrast, those occupations requiring advanced formal education are increasing their share of total employment. Professional and managerial occupations are the best examples in this category. Sixty-six per cent of all people in professional occupations have 13 or more years' of schooling, and there are relatively more and more job openings for such educated people.

At the same time, more and more teenagers are being excluded from the formal education system in Canada. For example, in Ontario alone there will be 12,000 more teenagers in the age group 15-19 excluded from our educational system this [fall] than there were in 1963. (In 1963, there were 130,000 excluded, and it is estimated that there will be 142,000 excluded this September.) In Canada the unemployment rate for out-of-school and out-of-work teenagers in this age group has been increasing until today between 15 and 20 per cent are unemployed at a time when the overall unemployment rate is not much more than 3 per cent.

I very much doubt that anything short of a massive educational revolution in our elementary, secondary and post-secondary school educational system will prevent my predictions from being correct predictions. I hope I will be proven wrong, but I doubt it.

AUTOMATION IN THE TEACHING PROFESSION

. . . Teaching computers will make education much more democratic since they make it possible to match the individual potentialities of pupils to specific courses. Basically, computer-monitored instruction makes it possible to duplicate in a very real way the tutorial type of instruction which is so often held up as the ideal method of teaching.

The potential educational force of the teaching computer for the culturally disadvantaged child is unlimited: not only can the inherently intelligent and able child who comes to school "without words" be brought up to the same level as children with words very quickly with the help of an individualized program and a sympathetic teacher, but most mistakes would be known only to himself and the computer, and, at the most, his teacher—his education experience in the most difficult period when he is catching up, could be devoid of shame in the eyes of his peers.

Secondly, the teaching computer, if wisely used, could result in a most worthwhile division of labour between teachers and the new machines. The teacher's functions could be much more appropriate to his human qualities as a person, with the machine performing the more routine functions.

In a more *fundamental* way, automation is a challenge to education. Automation means that man now has, or knows how to acquire, the technical capability to do very nearly anything he wants—if not now or in five years, then certainly in twenty-five, or in fifty years. If, then, the answer to the question "What can we do"? is "Anything", the emphasis shifts far more heavily than before onto the question "What *should* we do"? This is what John Dewey was getting at more than 30 years ago when he said: "We have displayed enough intelligence in the physical field to create the new and powerful instrument of science and technology. We have not as yet had enough intelligence to use this instrument deliberately and systematically to control its social operations and consequences."

The question "What should we do"? is no idle one. As one American commentator said [recently] in the *Saturday Review*, July 17, in an article titled "Learning to Live with Science": "The question poses the principal moral implication of our new world. It is what all the shouting is about in the mounting concern about the impact of technology on society. Our almost total mastery of the physical world entails a challenge to the public intelligence of a degree heretofore unknown in history". The many will be challenged, as they have not been before, to rise to their maximum potentialities. The few—the teachers, the scholars and the artists—will find "that there is a new demand for them in the world, to muster, to shape, and to guide this new force".

Survival in an Age of Change

Automation will mean freedom from drudgery. It will mean material abundance, at least in the western world, and this in turn entails a commitment to wisdom. This link, the link between automation and wisdom, has staggering implications for education. Automation's challenge to the purpose of education is indeed staggering. "Teachers who have been brought up to cherish the stable must take the children of parents who have been brought up to cherish the stable, and try to teach them that the stable, the unchanging, is unreal, constraining a false goal, and that they will survive in an age of change to the degree that they become familiar with change,

feel comfortable with it, understand it, master and control it". (*Saturday Review*, July 17, 1965).

The ethos of the new colleges of higher education in Ontario is, to my mind at least, the most important question in education in Ontario for the decades ahead. The lack of public debate by individuals who discuss their very serious "nagging doubts" in private might be explained by a sense of deference to the political judgment of the Education Minister and, if they are university teachers or administrators, their protective concern for their own institutions.

Perhaps one of the most depressing political aspects of the Education Minister's proposal for "colleges of applied arts and technology" is that he could be proposing the wrong thing for the wrong reasons. I have heard the following two "wrong reasons":

First, the principle of liberal arts education having a central place in the curriculum of the new colleges has been rejected—"applied arts" and "remedial courses" are not liberal arts—because of the case made by some university administrators against the general introduction of so-called "parallel" or "transfer" university liberal arts courses in the new colleges.

Those who are against the genuine liberal arts having a central place should make their case in absolute terms and not in terms of the vested interests of some universities. These universities do have the democratic right to exert pressure in order to protect what they consider to be in their interests. And theirs is a valid and genuine concern. However, an Education Minister has the duty to propose legislation in the interests not of a particular institution but in the interest of the people who elect him and his political party to govern.

Second—a more pragmatic reason for not placing the liberal arts in the centre of the curriculum for the new colleges. The argument is put as follows: Since there are not enough teachers of academic subjects in the province to staff our expanding universities, the possibility of any genuine fostering of the liberal arts in the new colleges has to be ruled out. A related argument is that no university teacher or graduate student would contemplate down-grading himself to teach in the minor league when he is assured of a contract in the big league.

Surely educational philosophy concerning the individual, or the evident needs of the new manpower requirements of an era of technological revolution, should not bend to a soluble, short-run limitation? Surely a teacher of an academic subject should have the opportunity of making a very personal choice between teaching in a university or college?

Imaginative Expansion

Some universities are fearful of genuine liberal arts in the new colleges because of a lack of confidence about withstanding public pressure (and therefore government pressure) to admit "transfers" on a possible mass scale. The universities would feel more confident if their own financing was more secure, and if, hand in hand with the establishment of academic subjects in the new colleges, they (the universities) were guaranteed more funds for their building programs and for their operating expenditures to provide university services for even greater third- and fourth-year enrolments.

The feared teacher shortage in academic subjects, which would be accentuated by a demand for teachers in such subjects in the new colleges, could be met by an imaginative plan of expansion in the graduate schools of the universities. Indeed, the new colleges, by providing opportunities for the study of the liberal arts, would free some of the resources of the universities for an even greater expansion of graduate facilities and teaching.

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Work and Opportunity Programs

One of conditions of full employment during coming years will be re-adjustment of labour supply to fit changing nature of labour requirements, says planning group for "war on poverty"

Federal and provincial governments have given increased emphasis to manpower development programs in the past years, says a statement last month on the federal work and opportunity programs prepared in the Special Planning Secretariat of the Privy Council Office by F. V. S. Goodman. Mr. Goodman is a Department of Labour economist who has been seconded to the Secretariat to assist in the development of the federal Government's new series of work and opportunity programs, popularly known as the "war on poverty." (L.G., Sept., p. 794).

One of the conditions of full employment during the coming years will be a re-adjustment of labour supply to fit the changing nature of labour requirements. This re-adjustment will call for large-scale efforts in training and education.

In Canada at the present time, the shortage of skilled workers has become a serious bottleneck in the expansion of particular industries. Efforts to get such workers from overseas are not nearly as effective as they were in the early postwar years.

At the same time, advances in technology and geographic shifts in industrial activity continue to release unskilled workers to the labour market to join an increasing number of young persons without the necessary skills to fill many of today's jobs. The training or retraining of such persons will become an increasingly important source of skilled manpower.

Because by far the largest proportion of the unskilled and the little educated and the unemployed are poor, new training programs must be directed to this group. In most cases, other conditions of poverty—health, housing, social environment and attitudes—are formidable barriers to retraining or further education. The reasons for not enrolling in or dropping out of a retraining course may have little to do with ability, but rather with health, or conditions for study at home, or the need for money to live.

To make training programs effective, therefore, it is necessary to treat the whole problem of poverty. In effect, the achievement of full employment necessarily involves public policies and programs directed toward the elimination of poverty.

Special Program Committee

When the Prime Minister announced at the beginning of April a program aimed at the elimination of poverty, he emphasized that the Government did not intend to create a new department or administrative agency but rather to strengthen, co-ordinate and make more effective the efforts of existing departments. The technique for accomplishing this was to establish a Special Program Committee of the Cabinet, with the Prime Minister as chairman and the Minister of Labour as vice-chairman.

The functions of the Special Planning Secretariat, which was established to assist the Cabinet committee, are:

—To analyze the various existing federal measures that help toward overcoming inadequate opportunities;

—To assess the extent and the nature of the problems of poverty and inadequate opportunities;

—To develop proposals for further federal action and for its co-ordination in the interest of maximum effectiveness;

—To consult with the provinces and non-government agencies, so that federal action can make its contribution in concert with the many measures that are provincial responsibilities.

The membership of the Secretariat is now drawn largely from departments with programs in this area: the Departments of Labour, Health and Welfare, and Industry, and ARDA (Department of Forestry).

A number of legislative measures were in process when the Special Program Committee was formed and its first task was to accelerate legislative action on these programs. The first program put into effect was the Manpower Mobility Program, designed for people unable to take advantage of job opportunities in another locality without help.

Under this program, a person who is unemployed and has a job to go to in another locality may borrow the money necessary to move his dependants and household effects, and an additional amount up to $1,000 to re-establish a home in the new place. If he has been unemployed for four months or, having completed a training course, is unable to find a local job, he is eligible for a grant for the same purpose. The program is administered by the National Employment Service.

A second program put into effect was the Area Development Program, designed to encourage the development of jobs and job-training in areas of heavy unemployment and underemployment. One of the incentives

adopted was a development grant to new manufacturing and processing plants, or to an existing enterprise for expansion, based on the size of capital investment.

In order to make these grants effective in creating work for *local* workers in low employment areas, special measures are being taken, through consultation between the firms receiving the grants and the National Employment Service, to utilize the available labour force more fully. Measures are being taken to increase the scale of training programs now operating under the federal-provincial agreements.

Experimental Training Projects

Finally, the Area Development Program envisages a series of experimental training projects designed to shed light on new methods and techniques of raising the levels of education and skill, particularly in areas of heavy, chronic underemployment.

The Area Development Program is aimed at the creation of opportunities for training and jobs in areas of chronic, long-standing underemployment. It is not designed to accelerate the growth of jobs in centres that are already experiencing relatively high growth rates. The purpose is to bring work to, and raise the level of skill in places where people are now living and in need of jobs.

The drawing of boundaries around such areas is a difficult problem, partly because of limitations to the available statistical measures of unemployment and underemployment. The criteria for the selection of areas were developed in consultation with the provinces. Although they could not be expected to meet the wishes of everyone, they are the most satisfactory that can at present be applied consistently across the country.

A third major part of this series of anti-poverty measures is the Canada Assistance Plan, which is designed to make possible more intensive efforts to help people become self-supporting and so escape from assistance. The Plan consolidates a group of important income-support measures. It also increases the scale of the assistance programs to which the federal Government contributes, e.g., it will cover close to 200,000 needy mothers and dependent children now excluded from the cost-sharing provisions of the Unemployment Assistance Act.

The fourth area to which the Special Program Committee is giving priority is the problem of rural poverty. A special fund is to be established in order to broaden the range of projects to which the federal Government can contribute for improving opportunities in areas of rural poverty.

The Company of Young Canadians is a special project which the Government has included in this group of priority measures. It is designed to provide an outlet for the enthusiasms and talents of young people, and a way for them to volunteer in eradicating poverty and encouraging community development in Canada and overseas.

Federal and Provincial Programs

At a federal-provincial conference in July, the Prime Minister emphasized that the expansion of federal government activities under the general poverty and opportunity program is not intended to displace provincial actions in this field; this would defeat the purpose of the program. The object is to increase the total effort in this area and, in fact, to make it easier to co-ordinate federal and provincial programs.

With respect to the Manpower Mobility Program, for example, the federal Government has stated that the movements approved under the program will not conflict with provincial policies of regional development. Similarly, the Area Development Program is not intended as a substitute for provincial programs of regional development. Through consultations with provincial officials, the Area Development Program has been altered to a considerable extent to make it complement provincial policies in this area.

Poverty problems cut across provincial and federal responsibility, and programs designed for their solution are inter-related. Unemployment, underemployment and the unwillingness or inability to take advantage of job opportunities are intimately tied to low education, lack of training and poor health. Efforts to solve one aspect necessarily involve companion action to cure the others.

The Area Development Program provides for an expansion of training efforts in the high unemployment and underemployment areas. Special emphasis on manpower training in these areas is necessary because otherwise neither the local workers nor the new industries can derive full benefit from the program. As in the programs now operating under the existing training and vocational rehabilitation agreements, the success of this program depends entirely on co-ordinated action by federal and provincial departments. Its success depends also on making appropriate use of existing services.

For many reasons—low education, lack of motivation, etc.—the problem of developing new skills in areas of high and chronic unemployment is more difficult than elsewhere. To do so requires not only an expansion of existing training programs but also the development of new methods and new techniques of, first, convincing people of the need to take training and, secondly, communicating

with them in a way that they will accept. The Area Development Program therefore provides for co-operative action by federal and provincial authorities to expand the scale of training within the existing provisions of the Technical and Vocational Training Agreements, and for federal-provincial experimental pilot training projects designed to develop new methods of training and motivating people.

These pilot projects will be carried out in designated areas, and if the results, are found to be useful, they will be available for application elsewhere by provincial authorities.

McGill University's 16th Annual Industrial Relations Conference

Economic sovereignty, manpower displacement, and international union influence on Canadian collective bargaining were among the topics discussed. Theme was "Domination or Independence?"

The position of American-owned companies and international unions in Canada in relation to the parent organizations in the United States, and the degree of autonomy exercised by them, was the subject of the 16th Annual Industrial Relations Centre Conference, held at McGill University on September 9 and 10. The theme of the conference was, "Domination or Independence?" Between 90 and 100 delegates attended the meeting.

The conference was addressed by four principal speakers. Their names and the subject of their addresses were: Neil Chamberlain, Professor of Economics, Yale University, "The Concept of Economic Sovereignty in Relation to Business"; A. E. Balloch, Vice-president and General Manager, Bowaters Mersey Paper Company Ltd., Liverpool, N.S., "The Locus of Decision-Making in Displacement Problems"; Dr. John H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto, "Relationships of the Central Labour Federations"; and Bryan Downie, Assistant Professor, Queens University, "International Union Influence on Collective Bargaining in Canada."

Michael Barkway, Editor and Publisher, Financial Times, Montreal, spoke at the dinner on the subject, "Is Canadian Sovereignty Possible?"

NEIL W. CHAMBERLAIN

A plan under which a foreign parent corporation would divest itself of ownership of a Canadian subsidiary at the end of a stated period of years was proposed by Prof. Chamberlain in an address on "The Concept of Economic Sovereignty in Relation to Business."

The plan suggested by the speaker, who is Professor of Economics at Yale University, was offered as a solution to the problem of "dual sovereignty" confronting foreign-owned subsidiaries established in Canada. Such companies, he said, are subject both to the parent company in a foreign country—usually the United States—and the Canadian Government.

American-owned companies in Canada, being residents of the country, "are units of a larger organized society of which the Canadian Government is the peak authority." But they "are also part of another larger organized society of which the corporate headquarters, off somewhere in the United States, is the peak authority." When either of these authorities, the Canadian Government or the parent company in the United States, "exerts its sovereign powers—which are hierarchical even though not absolute—these Canadian business units recognize and accept its discretion and authority. . . .

"There is no reason in the world why the philosophy, interests and objectives of an American corporation should be identical with those of the Canadian Government. These two authorities have basically different purposes and functions. But the subsidiary unit must respond to both. It must view itself as an integral part of the two distinct systems."

The difficulties arising from such divided allegiance can be exaggerated, the speaker pointed out. "After all, there are lots of situations where individuals and organizations must recognize plural authorities. A business firm must divide its allegiance between province and federation, for example. A worker must learn to respect the proper authority of his company's management as well as of his union. . . ."

When two separate authorities have control over the same unit, trouble will arise if the interests of the two authorities conflict, and if the conflict cannot be reconciled, Prof. Chamberlain said. He then went on to consider whether, in the case of American-owned subsidiaries in Canada, the causes of conflict were important, and if so, whether

matters could be adjusted in a way acceptable to both authorities.

Going on to distinguish the "areas of conflict," he mentioned two broad categories. Since a parent company in the United States owes allegiance to its own government and culture, it may become a vehicle by means of which U.S. philosophy and U.S. policies are intruded into the Canadian economy." Examples of this would be the legislation passed by the U.S. Government forbidding its nationals to trade in certain goods with nations regarded as unfriendly, such as Cuba and China; and U.S. anti-trust legislation, which had been held to be applicable to "certain activities of American subsidiaries abroad, regardless of whether the policies of the host country are permissive or encouraging in contrary respects."

The influence of American culture in this matter, he said, was even more pervasive, if harder to pin down, than the effects of actions of the American Government. "The U.S. company is likely to urge, if not require, its foreign subsidiaries to follow certain business policies and practices which have been tested successfully in the United States." Also, this cultural allegiance of the American corporation was revealed in its policy regarding research. U.S. companies were inclined to concentrate their research activities in the United States, and this reduced opportunities for Canadian scientists and specialists in Canada.

Access to Research

Although the speaker did not deny the advantages that U.S. subsidiaries in Canada derived from having access to the results of research in the United States, he said that this rather missed the issue. "The concentration of research in the United States is only partly due to economic reasons. In part it stems from a cultural myopia. The research activities of industry today play a considerable supportive role in our educational institutions. . . .

"Research activities provide laboratories for university instructors, either on leave or on consulting assignments, which enrich their experience. Professional researchers and career teachers sometimes exchange positions for a year or two, with advantage to both. Corporations subcontract part of their research activities to the universities, involving graduate students as well as instructors. Thus corporate research has an educational function in society, as well as an economic function. Funneling the research results of U.S. corporations to Canadian subsidiaries performs the economic function, but fails the educational function. . . ."

The second source of conflict between the American corporation and the Canadian Government, Prof. Chamberlain said, lay "in the fact that, organizationally, the objectives of the parent corporation must take precedence over the objectives of the subsidiary."

If the attainment of the corporate aims of the U.S. company required actions that ran counter to the interests of the Canadian subsidiary, top management would "not long hesitate to take the measures indicated, even though it may do so with regret. But it is the subsidiary's welfare, not that of the corporation as a whole, which accords most closely with Canadian interests."

Prof. Chamberlain admitted that there was a reasonable amount of flexibility in the way in which parent companies treated their subsidiaries, but, "As long as the multi-national corporation functions, it cannot escape the necessity for establishing, centrally, rules which are designed to guide and discriminate among its subordinate units. . . . This is not a matter of dollar-seeking authoritarianism; it is simply an organizational imperative." He denied the contention sometimes made that the alleged subordination of Canadian interest to that of the parent company was a fiction. No corporation could function unless there was this subordination of interest, he said.

"This does not mean that Canada may not still be a beneficiary, on the over-all performance, or that the parent company may not do its best to minimize the amount of its dictation, and to maximize its subsidiary's discretion. . . ."

The speaker then gave other instances of ways in which a Canadian subsidiary of an American company might be at a disadvantage compared with a company that was free from outside control. But, before leaving the subject, he was careful to say: "Surely no one denies that U.S. ownership carries with it many advantages. . . . If a choice had to be made between U.S. capital, with whatever handicaps attend it, and no U.S. capital, would anyone really opt for the latter? The answer is so apparent that the question is hardly worth asking."

The question to be decided was whether U.S. capital could be had on terms that reduced the adverse effects, and that were also acceptable to both the U.S. corporation and the Canadian Government. The latter requirement, Prof. Chamberlain said, "would rule out, for example, such a gross device as nationalization of American-owned industry, since that would immediately turn off the flow of American capital and expertise, to Canada's enormous detriment."

A simple solution sometimes suggested was that the Canadian Government should "simply legislate whatever safeguards are needed to ensure that Canadian interests are protected." This, the speaker contended, was "a simple way of dismissing the problem instead of coming to grips with it," since in the nature of things the subsidiary, as long as it was American-controlled, must be responsive to two peak authorities, the American corporation and the Canadian Government.

The plan, to be effective, "would require such a bundle of administrative controls that in effect the Canadian Government would have to substitute itself for local management," he said.

To force the partial distribution of the stock of wholly-owned subsidiaries, with the object of securing Canadian ownership of a minority of the shares and the appointment of a sprinkling of Canadian directors, was another solution that he considered would be ineffective. "Ownership is not as important as control, and control can be retained even by a minority ownership if the rest of the shares are widely enough distributed . . .," he said.

Ownership for 25 Years

The speaker then came to the plan mentioned at the beginning of this summary. Briefly, it was that the Canadian Government should encourage American corporations to establish subsidiaries in Canada, but subject to a new condition—that at the end of 25 years, the parent corporation must wholly divest itself of ownership. At the end of that period, the value of the subsidiary would be decided by a tripartite board, and bonds would be issued to the subsidiary for the value arrived at. These bonds would bear interest equal to half the average rate of return, on a moving scale, during the five years preceding divestiture.

Prof. Chamberlain argued that, with the various provisions that he suggested, the plan would not discourage the flow of foreign investment into Canada; and that it would "lop off one of the two peak sovereignties under which the subsidiary formerly operated. It would no longer be responsive to a U.S.-based headquarters." He also thought that the plan provided adequate safeguards against withdrawal of capital by the parent company as the end of the 25-year-term drew near.

He insisted, however, that any such arrangement must not be worked out in secret and sprung on an unsuspecting public. "It calls for extended discussions and consultations among all those who would be affected, and particularly the American corporations presently operating in Canada. . . ."

Prof. Chamberlain declined to comment on the argument that Canadians were by nature more conservative and cautious than Americans, but added that if American management, apart from American capital, were driven away, "with it will go the aggressiveness, risk-taking, and entrepreneurial spirit on which some of the advantage of a domestically owned and operated economy is premised. . . ."

A. E. BALLOCH

The fear of displacement and loss of earnings is a main problem in manpower displacement and is almost as serious as the actual displacement. The removal of this fear is therefore a necessary part of any planning involving displacement. This point was emphasized by A. E. Balloch, vice-president and general manager, Bowaters Mersey Paper Company, Liverpool, N.S., in his paper on "The Locus of Decision-Making in Displacement Problems."

He cited three ways in which labour and management should exercise joint responsibility in repard to displacement:

—encourage advances in productivity and increased efficiency, since these are essential to continued progress against the competitive pressures of world industry;

—maintain in those who work for the company full confidence that their employment will continue.

—reduce to a minimum—at times with the help of government—the adverse effects that may result from automation or technological change.

Mr. Balloch admitted that these responsibilities applied only to a limited extent to casual or seasonal employees; but, he said, "the responsibility to the regular employee exists in every case."

An outline of the plan his company tried to follow included:

1. advance planning;
2. drawing up of a personnel plan to match the capital-spending plan;
3. making use of vacancies arising elsewhere to absorb those likely to become redundant;
4. considering every man individually in making transfers within the plant;
5. giving retraining if necessary in making these transfers;
6. offering special arrangements for early retirement to men approaching retirement age.

In the last mentioned case, which would apply only where displacement was severe, it might sometimes be necessary to ask the government for help, he said. Other special

devices, such as relocation for younger men, or transfers to other units in the case of a large company, might have value at times.

"One point which should be self-evident is the importance of good communications. Every employee should ideally know just what the company's plans are, how the company is doing, and what problems lie ahead. How this is done will vary considerably." Quarterly meetings of a "mutual interest board," a monthly newsletter to all employees, a "rather good" semi-annual house magazine, and "as much informal contact as possible at all levels," were the principal means of spreading information used by his company, Mr. Balloch said.

If the problem of displacement was too severe to be dealt with internally, "then the Government and its agencies must be brought in to help. Increasingly over the last year or two the federal Government has been working to help in this problem of displacement, and it might surprise some of you to know just how much has already been established. Many provinces also have agencies who are active in this area. . . ." Both federal and provincial governments were preparing to deal with the problem of "silent firings"—the reduction through automation of employment opportunities for those already unemployed—as well as that of displacements, the speaker told the meeting.

Include the Individual

He went on to emphasize the distinction between decisions of management and labour regarding displacements, and the decisions they had to make in collective bargaining. "If my argument tends towards decentralization of decisions in the field of displacement, it does not automatically mean that I am in favour of decentralization in collective bargaining," he said. "The circumstances are entirely different . . . There may well be a case for centralized control in bargaining so that a sound industry-wide pattern may be set by great international unions bargaining with a major multi-unit company. . . ."

But "whenever a decision is made on a problem of automation, it has a direct effect on one or more individuals. In making a decision that affects an individual, it is essential to know his peculiar characteristics, his ambitions, and his potential . . . It is quite impossible for the problems of an individual to be adequately weighed by any central authority—whether a union or a company. . . ."

Mr. Balloch argued that "the whole field of automation and worker displacement is a problem which should be kept clear away from the bargaining table. There is certainly no objection to the inclusion in labour agreements of the principles under which displacements or potential displacements shall be handled. . . . I would, however, submit most strongly that any such section in a labour agreement should not be drawn up in detail during a period of collective bargaining. It is utterly wrong to decide such matters in the cut-and-thrust of the bargaining table. The drafting of a sound policy is a matter for joint consultation and discussion with a common objective."

This did not mean that company headquarters and union internationals should keep aloof and independent in the making of decisions an automation. "Their decisions may in fact be the most important, even though they are confined to decisions of principle . . . I suggest we can see the need for an agreed statement of principles at the highest level—endorsed by the national government, by labour, and by management—for Canada as a whole."

The speaker strongly opposed attempts to deal with the problem of displacement in detail by means of legislation or by including in collective agreements detailed rules for handling automation and the displacement that arises from it. He instanced a law that had recently been passed in Great Britain where "they have considered it necessary to introduce special legislation to cover a compulsory scale of separation allowances in the event of displacement."

"What an admission of defeat," he said. "There is no protection [for those affected] once an attempt is made to legislate standard rules for the handling of displaced workers, and there is bound to be a grievous lessening in the sense of direct responsibility to the individual concerned."

Summing up the main points that affected the "locus" of decision-making, Mr. Balloch enumerated: (1) the elimination or reduction of harmful effects to any individual as a result of redundancy as the final objective; (2) the elimination of the fear of displacement; (3) an accelerated drive for increased industrial efficiency; (4) it is the individual that matters and it is to him that management, labour and government are responsible for finding a solution; (5) the principles for combatting problems of displacement can only be based on fundamental ethics; and (6) it is up to labour and management to find solutions by themselves, only turning to government when they see that the solutions are beyond them.

There is a demand on a national basis for an agreed code of basic principles for handling displacements, but within such a statement of policy the maximum autonomy at all lower levels is essential, Mr. Balloch said. "The final centre of decisions must always be at the level of the plant or the unit operations. . . . Even at the plant level, an agreed

system for handling displacement must be kept as flexible as possible. . . ."

"It is essential for all of us who are involved in industry, or in those agencies of government who work with us both, to accept the need to work as a combined team, and also to accept the fundamental principles that are involved. . . ."

Discussion

During the discussion period after Prof. Chamberlain's address, a question was asked about the effect of the divestment of a U.S. subsidiary on the control or influence of a U.S. union in collective bargaining for the subsidiary's employees. Prof. Chamberlain said that to the extent that there had been central bargaining, he supposed that on divestment, local unions would be freed from the control of an international union, but that the pattern effects would probably remain. Divestment would favour greater independence of action for the local union, but would not necessarily mean that it would cease to be affiliated.

It was suggested that it might provide opportunities for research workers in Canada if foreign subsidiaries were required or induced to conduct some research in Canada. Prof. Chamberlain said that such a plan might have some useful effects, but it would not come to grips with the problem. A subsidiary might satisfy the letter of the law but not the spirit. The most important research might still be carried on in the United States.

Prof. Crispo expressed doubt about the effect of Prof. Chamberlain's plan on the inflow of foreign capital and the economic advancement of the country, and he questioned whether we might not lose more than we gained. He asked whether such matters as trading by subsidiaries with certain foreign countries might not be dealt with in some less drastic way. Prof. Chamberlain again emphasized his point that the problem of the two sovereignties would still persist unless one was cut off. He admitted that his solution was a radical one, but he thought that it might be better than piecemeal measures. He referred to the concern that was being felt in France and Germany over the effect of American control of U.S. subsidiaries established in those countries.

It was suggested that if U.S. corporations were compelled to relinquish ownership of their subsidiaries in Canada, they might start new subsidiaries and let the old ones wither. Prof. Chamberlain thought that this might happen to some extent, but said he was doubtful whether American corporations would pull out capital to such an extent as to jeopardize the old subsidiaries. He thought that the setting up of new subsidiaries in addition to the old would be a good thing.

One of the delegates expressed misgivings about the effect of Prof. Chamberlain's plan in that, if adopted, he thought it would foster nationalism. He thought it would be regrettable if Canada or any other country adopted a plan that would encourage feelings that were not desirable.

Prof. Chamberlain agreed that we must move toward more effective international co-operation, but he said it was not necessary that every kind of action should encourage this. He said it was also desirable to help individual areas to develop their own industries.

After Mr. Balloch's address, the speaker agreed with a questioner that, when there was more than one union to be dealt with, the matter of the seniority of displaced employees was often a difficult one. The right way in this case was to try to get agreement for the admission of the displaced employee to another union, with bottom seniority. If there was only one union, the employee should carry into the new department seniority earned in the old.

Early Retirement

One of the delegates said that during a depression all the young men with low seniority were turned out, and often did not come back—thus weakening an organization. Mr. Balloch advocated early retirement of older employees in cases where it was necessary to cut down the work force so much that those who became redundant could not be absorbed.

Replying to another question, Mr. Balloch agreed that there was a normal obligation for a company to train or retrain all those laid off—although it might sometimes be necessary to draw on government help in doing so.

As for the displaced man who could not be employed locally and refused to move to where there was work for him, Mr. Balloch said there was nothing to be done about it. The individual had a big responsibility to help himself, he concluded, but once fear had gone, there was a tremendous increase in the employees' willingness to co-operate.

MICHAEL BARKWAY

Speaker at the conference dinner, Mr. Barkway, told the delegates that they could not approach the theme of the conference unless they recognized the importance of history.

The gravest matter affecting Canada's future is the need to recognize that we cannot hope to retain sovereignty in relation to other countries unless we can retain it within our own country. Most English-speaking Cana-

dians have failed to realize that Quebec is leaping into modern times with a vigour that should be admired, he said.

"You can't talk about Canadian sovereignty until you have realized that this is a bilingual country," Mr. Barkway continued. The United States, on the other hand, was a one-culture country. Canada was not anti-American, but it was un-American. Canadian sovereignty is inescapable, it is a fact of life.

Those who talk of tearing down the political barriers between Canada and the United States must realize that a hundred years of history cannot be discarded so lightly, the speaker asserted.

The conference closed with a panel discussion on "New Era in Labour Relations?" The three members of the panel were: William Dodge, Executive Vice-President, Canadian Labour Congress; Pierre Vadeboncoeur, Technical Assistant, Confederation of National Trade Unions; and William Mahoney, National Director in Canada, United Steelworkers.

JOHN CRISPO

In his paper on the relations between the central labour federations in North America, Prof. Crispo began by outlining the history of dealings between the American Federation of Labor and the Congress of Industrial Organizations in the United States, and the Trades and Labour Congress and the Canadian Congress of Labour in Canada.

He then went on to describe and comment upon the present-day relations between the AFL-CIO and the CLC, their points of similarity, and the ways in which they differed from each other.

Referring to the way in which Paul Hall, president of the Maritime Trades Department of the AFL-CIO was "pouring money" into building up the port councils in Canada, Prof. Crispo said:

"What the Maritime Trades Department has in mind by its heightened interest in the strength of its port councils in Canada is not yet clear, but it may well be that it is determined to build a stronger base in this country from which to more effectively challenge the authority of the Canadian Labour Congress than it was able to do during the SIU affair" (L.G., Apr., p. 314; Jan. 1964, p. 464; and 1963, p. 773).

BRYAN M. DOWNIE

Prof. Downie, in a paper titled, "The Influence of International Unions on Collective Bargaining in Canada," summarized the plan and findings of a study conducted by him with the object of determining the extent to which collective bargaining in Canada was influenced by a situation in which the jurisdiction of a number of unions extended "across a boundary separating two sovereign political and economic entities"—a situation that, the speaker pointed out, is found nowhere else in the world.

"The situation is unique. It is of interest and of considerable importance to Canada to enquire into the implications and consequences of this relationship.

"There is no question that the Canadian labour movement is American-'dominated' in the sense that the great majority of Canadian union members are in unions which are simply affiliates of internationals. . . . In the collective bargaining sphere, the existence of an international in a Canadian industry could have independent influences in the following three ways: (1) the timing and length of negotiations; (2) wage changes each negotiating round, and therefore wage levels; and (3) fringe benefit changes, and therefore fringe benefit levels. Such influences could affect Canada's international trade, resource allocation and rate of unemployment.

"From an academic standpoint, it is also of interest, because such a structural connection presents the possibility of an extreme example of a pattern-setting, pattern-following relationship; that is, pattern bargaining across an international boundary, or what will be referred to as 'international pattern bargaining.' "

To have obtained answers in detail to a number of questions he had in mind would have been beyond the scope of his study, Prof. Downie said; but by studying a number of cases representing a variety of situations, certain generalizations could be drawn and at least partial answers could be found.

"Five cases were selected which represent a diversity of conditions with respect to four independent variables which the political approach to collective bargaining, or the 'coercive comparisons' theory, suggest could have predictive value . . .

"The first variable is one which, a priori, should determine the amount of influence U.S. officers of international unions exercise over Canadian affiliates with respect to their collective bargaining activities, and the extent to which they exert pressure for settlements in Canada similar to key settlements in the comparable U.S. industry. As the coercive-comparisons approach points out, a union is, among other things, a political organism, and therefore political pressures on union officers naturally play a major role in the formulation of union policy. This is true of one of the main tenets of the labour movement—"to take wages out of competition or to eliminate geographical differentials. . . ."

Two political forces working to eliminate such differentials were pressure for higher wages from lower-paid groups in an industry, and pressure from higher-paid groups who fear loss of employment to low-wage areas. When both these forces were present in an industry, pressure would be correspondingly strong.

When the second of these forces was present in an American industry, it follows that the greater the threat of Canadian imports to a related U.S. industry, the greater the pressure that U.S. union officials might be expected to exert to reduce international wage differentials.

"Therefore, there would only have to exist substantial Canadian exports to the U.S. for the probability of international pattern bargaining to exist. That is, there need only be a North American market rather than separate Canadian and American markets for coercive comparison to emanate from Canada. When Canadian exports are rising and are a threat to U.S. production and employment, however, a greater amount of pressure would prevail, because there will be coercive comparisons from both low-paid (Canadian) workers and high-paid (U.S.) workers to eliminate international differentials.

"In the Canadian-U.S. context, political pressures from lower-paid groups (i.e., Canadian workers) for U.S. patterns and compensation standards should further depend on two additional variables—(1) the extent of U.S. control or ownership of a Canadian industry; and (2) the degree of geographical proximity of the Canadian to the U.S. industry."

Prof. Downie then considered the question, "Do differences in the percentage of U.S. ownership in a Canadian industry account for the extent of pressure for similar settlements and standards as those in the U.S. industry?"

Coercive Comparison

Theoretically, he said, this should be the case. He gave as an example the "coercive comparison" between the wages received by General Motors workers in Oshawa and those received by General Motors workers in the U.S.

"The degree of geographical proximity of a Canadian to a U.S. industry should . . . be a third important independent variable. Canadian workers in the same area, or in close proximity to workers in a comparable U.S. industry, will be prone to use the latter's wages as a bench mark . . . research on pattern bargaining has revealed that the diversity of wage levels and wage changes is greatest for firms that lie furthest, geographically or industrially, from the heart of the union's jurisdiction. . . .

"Finally, the behaviour of an international may depend on whether or not it has sole jurisdiction in a Canadian industry. That is, there are often coercive comparisons between unions with jurisdiction in the same industry. . . ."

"Each of the four variables, individually, should be a determinant of the degree of pressure for U.S. patterns and wages, but the presence or absence of each one may reinforce or modify the other three. The least amount of pressure to narrow the wage gap should prevail when these four factors are present: (1) no significant Canadian exports to the U.S.; (2) one union; (3) complete Canadian ownership of the industry; and (4) no geographical proximity. The greatest amount of pressure should prevail, on the other hand, when exports of the Canadian sector threaten U.S. wage standards; where there is at least one competing union in the industry; 100 per cent U.S. control of the Canadian industry; and significant geographical proximity. These can be considered as the extremes.

Five Industries Selected

"These four independent variables were considered when selecting the cases for analysis so that their predictive value could be ascertained. With this in mind, the following five industries were selected—steel, meat packing, automobiles, pulp and paper, and iron ore. Of the five industries selected, two—steel and meat packing—should be free, on the basis of theory, from U.S. influence in the collective bargaining sphere and show little in the way of international pattern bargaining; while in the other three cases the expectation was for quite the opposite.

"The basic steel and meat packing industries are overwhelmingly Canadian controlled (with the exception of Swift Canadian in the meat packing industry, through which some U.S. influence could be manifested), and present no threat to U.S. production and employment. There are single unions in each industry—the United Steelworkers of America and the United Packinghouse Workers of America, respectively. No significant portion of the Canadian meat packing industry is in spatial proximity to the U.S. industry, while in basic steel there is some limited proximity with the manufacturers in both Canada and the U.S. being centred in areas contiguous to the Great Lakes.

"The auto industry, in which there is only one union, presented no threat to U.S. production and employment during the period analyzed, but does contain two factors—100 per cent U.S. control, and close geographical proximity—which suggest that there will be a great deal of U.S. influence felt in Canadian

collective bargaining. The same is true for pulp and paper and iron ore. There are three unions in the paper industry, including a national union in Quebec, a considerable amount of U.S. control and extensive exports to the U.S.

"Iron ore presents an extremely interesting case with a high degree of U.S. control, and high and rising exports to the United States. It is of interest as well because it presents an opportunity to analyze differences in union behaviour—in this case the Steelworkers—in two industries with a different set of variables.

"In each case, analysis was concentrated on the major firms in the industry. Canada Packers, Burns, and Swift Canadian received the most attention in meat packing; Stelco, Algoma and Dosco in basic steel; and General Motors, Ford and Chrysler in automobiles. In short, there was a 'Big Three' in each industry in which possible international pattern-bargaining should be manifested first. In paper and iron ore this same policy is being followed."

Unfortunately, because of the time limitations, the following section simply summarizes the findings and some of the highlights of the analysis thus far completed. Only the influence on collective bargaining, not the effects on wage structure, will be discussed. Additionally, definitive conclusions have only been reached for the steel, meat packing and automobile industries. I am currently analyzing the data for paper and iron ore so that only a minimum number of comments will be made about these two industries.

The speaker went on to summarize the findings and highlights of the completed portion of the study. He gave lack of time as his reason for discussing only the influence on collective bargaining, and not the effects on wage structure.

"Additionally, definitive conclusions have only been reached for the steel, meat packing and automobile industries. I am currently analyzing the data for paper and iron ore, so that only a minimum number of comments will be made about these two industries."

The findings for the meat packing, steel and auto industries, he said, supported the theoretical reasoning.

Meat Packing

In this industry, there was no pattern-bargaining on an international basis. Expiration dates of contracts generally varied widely between the two countries. In the years when the contracts expired at nearly the same time on both sides of the border, the Canadian contracts signed before the U.S. contracts "showed no similarity to those in the U.S. industry. . . . Nor was there any concerted attempt to close the international wage differential."

During the 1953 to 1962 period, international officers of the union took no direct part in Canadian negotiations, and United Packinghouse Workers wage policy formulation was completely independent of U.S. influence. "In short, U.S. influence of a formal nature was non-existent.

"In the area of indirect or informal influence, the U.S. key settlement in meat packing was never used as a standard and lever by the Canadian District. . . . There was great dissimilarity in wage changes between the countries. Also, while the Canadian District was and is concerned about the widening of the U.S.-Canadian wage differential in the industry, there have been no demands for a wage increase that will narrow this gap. Over the period examined, the UPWA in the U.S. won wage increases . . . far in excess of the Canadian District. . . .

"Vacations is an area where the Canadian Districts feels it has benefited by scrutinizing the American and Canadian Swift contracts in order to attempt to up-grade the Canadian master agreements. The fact that U.S. improvements in vacations are soon afterwards passed on to the company's Canadian labour force is as much a result of Swift and Company policy as it is of international pattern-following. . . ."

Swift's policy of unilaterally extending some U.S. benefits to its Canadian labour force had been company practice even before the UPWA existed, and it continued after that, Prof. Downie said. Although, as a result of U.S. control of Swift Canadian, there had been attempts at a form of international pattern-following in the matter of fringe benefits, such forces have been weakened by the overwhelmingly Canadian composition of the industry, and by the fact that the pattern-setter is invariably Canada Packers.

Another influence has been the Canadian conciliation procedure. "Conciliation boards have shown no inclination to accept U.S. patterns as a bench mark for Canadian settlements, and the Canadian District has demonstrated little propensity to find means of circumventing this factor. Yet it is an obstacle that must be overcome if a closer tie-in with U.S. bargaining is to be achieved by the Canadian District. The UAW, as will be seen, surmounted the delays caused by conciliation which had reduced its ability to follow the U.S. pattern. . . .

"To the extent that company policy for Swift Canadian is set in Chicago, as it has been in the past, U.S. settlements will play a role, albeit a very minor one, in Canadian bargaining. . . ."

In the steel industry, Prof. Downie's findings were much the same as for meat packing. "There has been no international pattern-following of any consequence during the five bargaining rounds in Canada that took place between 1952 and 1963. The 1954, 1955 and 1956 settlements in Canada were consumated shorty after the U.S. pattern in those years, but the terms in each country were in no way similar.

"In each of these rounds, the Canadian contracts expired before the U.S. contracts, but lengthy negotiations—again due largely to conciliation procedure in Canada—resulted in Canadian settlements following shortly after the U.S. pattern. The evidence accumulated in no way suggests that the union was marking time waiting for the U.S. pattern to be set . . . if there is a trend, it would appear to be away from expiration dates, which in any case simulate those of the U.S. industry. In 1958 and 1961, Canadian rounds were conducted in isolation from U.S. bargaining, whose comparable rounds were 1959 and 1962.

Canadian Demands

"Throughout the 10-year-period study, Canadian demands were very similar from one round to the next, were quite unlike those in the U.S., and were very little affected by U.S. industrial relations developments. . . . As a generality, it can be said that the Canadian region followed the broad changes and developments in the U.S. industry in their policy resolutions, but that was all; and they were rarely introduced into Canadian basic steel contracts. . . ."

"There were a number of occasions when changes were made in the same benefit or benefits in both countries. However, in such cases the changes were not the same. . . . Final testimony of the independence of bargaining in Canadian basic steel was the provision for a medical centre included in the Alogma contracts of 1961. There was no precedent for this in the contracts of U.S. basic steel. Local 2251 (Algoma) prior to 1961 had studied the possibilities of such a program, and the details were worked out in Canada.

"Of further interest is the fact that, as in meat packing, the 1962 U.S. settlements reflected the change of emphasis in bargaining demands that has taken place in U.S. basic steel due to technological change. . . . There is no indication that these will find a strategic place in the resolutions of the Canadian region.

"In summary, Canadian basic steel policy, other than a repetitive demand for wage parity with the U.S. industry, has been formulated independently and, taken as a whole, has reflected developments south of the border only in minor ways. The union has played little or no role as a transmission agent. The policy of the Canadian region on wages, however, requires extensive explanation.

"Parity of wages with the United States had become a goal of the Canadian region in the early 1950s. It continued to be so throughout the period analyzed, despite the fact that the parity obtained in 1952 (at the labour rate level) was quickly lost in basic steel. The attention given to the wage parity objective by the Canadian region hit a peak in the 1952 to 1954 period. During this time it found a prominent place in addresses by Canadian officials at the annual policy conferences.

By 1958, wage parity was so far out of reach that it was receiving less emphasis. By 1961, no mention was made of wage parity in policy resolutions. It is clear that USWA in Canada was using the wage parity argument simply as a yardstick in arguing for higher wages. The argument was never backed up by coercive action, and was never a major issue.

"In each set of negotiations, a conciliation board had to be called in to produce a final agreement, with all monetary issues being referred to the board on each occasion. Neither party negotiated in earnest until the conciliation board stage in every bargaining round. This . . . will make a closer tie-in with U.S. bargaining difficult for the Canadian region. . . .

"As was the case for the Packinghouse Workers, the little desire the union has displayed to obtain U.S. patterns seems insufficient to overcome these obstacles, particularly in the face of a Canadian-controlled industry producing mainly for domestic consumption. . . . It is clear that the Canadian region has the autonomy to assure independent bargaining in basic steel. . . . In the Canadian iron ore industry, in which Stelco has interests, wages equivalent to those in the United States industry are paid. . . . To date, this has not resulted in great pressure upon Canadian basic steel to duplicate the compensation standards of the U.S. industry."

Automobile Industry

"The findings for the auto industry stand in direct contrast to those for meat packing and basic steel. From 1953 to 1962 there were four bargaining rounds in the U.S. automobile industry. Chronologically these occurred in 1953, 1955, 1958, and 1961. In the Canadian industry, during the same period, there were five rounds, four of which directly followed those in the U.S., although in three instances the negotiations extended into the following year. . . .

"There was a perceptible trend towards 'patterns' established in the U.S. auto industry becoming the basis for Canadian auto settlements. Prior to 1958, some of the U.S. terms of settlement would spread into Canada, but they would follow with a significant lag, would be diluted somewhat, and would diffuse slowly into the Canadian sector, with General Motors generally being the first to agree to a wage or fringe benefit innovation from the U.S.

"Pattern-following on an international basis became more formalized after the 1955-1956 bargaining round, when the 'Big Three' agreements called for very similar expiration dates both within Canada and between the two countries. There was more uniformity (in timing and benefits) in 1958 and 1961 than ever before within Canada and in comparison with the U.S. key bargain.

"The key U.S. settlements were used as a standard and a lever during Canadian negotiations. Up until 1964, demands for wage parity, however, were in the nature of an expendable supporting argument and were never pursued in the critical stages of collective bargaining. The wage parity argument over the 10-year period never became a strike issue. It is significant to add, moreover, that the initiative for wage parity and contract uniformity has come from the Canadian side, particularly the local level, not from International headquarters. This demand, therefore, would not disappear if a purely Canadian union held jurisdiction in the industry. If anything, it might increase in intensity.

"UAW experience across the border with the same corporations is quite naturally drawn upon by the Canadian District. Furthermore, headquarters officials often participated directly in Canadian negotiations during the period under review, as did U.S. corporation executives. In each instance, however, union officials from Detroit join in the late stages of negotiations, at the invitation of the Canadian District, in an advisory and technical capacity, and with an observable bias towards moderation and restraint.

"This was the only role played by U.S. officials in the collective bargaining sphere. Significantly, company officials interviewed, indicated that they would rather bargain with U.S. officials or the Canadian Director, rather than Canadian negotiators at the local level, and they would not prefer to see a purely Canadian union bargining in the industry.

"While collective bargaining demands, with some modifications, were similar to those in the U.S., or to the terms of the key U.S. settlement, issues which were barriers to settlement and which extended negotiations were ones indigenous to the Canadian situation. [e.g. production standards]

"While pattern bargaining on an international basis was evident during the period studied, particularly in the last two bargaining rounds, the Canadian benefits were smaller than those in the U.S. The major reason for this was that the cost of many of the contract provisions was dependent upon base rates, which in Canada were, and remained, substantially lower than those in the U.S. industry. Total negotiated wage increases were higher in the U.S. than the Canadian industry on both an absolute and percentage basis, being 77 cents compared with 58 cents or 47 per cent compared with 38 per cent respectively.

"With the exception of the 1953 bargaining round, Canadian negotiations were invariably longer than those in the U.S. industry. While Canadian negotiations followed those in the U.S. (with the exception of the 1954-55 round when there were no U.S. negotiations) and often marked time waiting for settlements in the U.S. Big Three, this was only one factor in extending Canadian negotiations.

"The major cause was the distinctive two-stage compulsory conciliation arrangement. The result of this dispute settlement machinery seemed to be the adoption of more extreme and intractable positions by the parties, with little effort being made to reach a settlement until conciliation board reports were received and strike action became legal. The parties did not bargain in earnest while the negotiations took two or three months to go through conciliation. It is interesting to note that the longest negotiations occurred in 1954-55, more than a year elapsing before a settlement was reached, when there was no U.S. key bargain to follow.

"Conciliation, therefore, affected length of negotiations in the steel, meat packing, and auto industries. In each of the industries, there was one area where autonomy in the collective bargaining sphere lies in the hands of International headquarters. Ultimate strike authority does rest with U.S. officials in each case. The principle behind the rule is that since International strike funds are available to any Canadian local on strike, U.S. headquarters should retain control in this area. This has never been used as an instrument of control by either the USWA, UAW or the UPWA. If the strike is legal, the International will invariably suport it.

"A separate study is needed to determine what effect the large strike funds made available to Canadian Districts have on collective bargaining. It is interesting to note, however, that the strike fund for the Packinghouse Workers is set up on a joint basis, with the Canadian district having access to American

funds, and vice versa. To date, because of more and longer strikes in the U.S. industry, the International has drawn funds out of the Canadian account, but the reverse of this has not occurred. In this case, the Canadian district has increased the bargaining power of U.S. workers.

Pulp and Paper Industry

"At this point no definitive conclusions for the pulp and paper industry have been reached. Having included this caveat it would appear, however, that U.S. influence of Canadian bargaining has been much smaller than anticipated. There appear to be broad areas of influence . . . but that is all. Any international pattern bargaining that exists seems to take place only sporadically and on a delayed basis. The most interesting feature is that, as would be expected because of the international market, some Canadian developments appear to spread to the United States, and on the West Coast there may be a closer tie-in between U.S. and Canadian bargaining, and this would certainly be expected because of the proximity of the industries to one another.

"Having more than one union in the industry is only now having a major effect on collective bargaining. The two internationals in the industry have long co-operated in their negotiations. The Quebec union would appear to have simply followed the pattern settlements at the major firms in eastern Canada. The increase of economic nationalism in Quebec has increased the pressure on the internationals for higher wage standards, however, and is bound to affect bargaining in the future. Certainly it had some effect, in an upward direction, on the size of the recent C.I.P. package.

Iron Ore Industry

"The iron ore industry with high and rising exports to the United States, and a significant amount of U.S. control, presents an interesting contrast to the steel industry. The most significant development has been at Marmoraton Mining, where the bargaining unit has been increased to one of international scope. In effect what has taken place is not international pattern bargaining but what might be called 'continental' bargaining. Marmoraton, a subsidiary of Bethlehem Steel, is directly tied to U.S. wage and fringe benefit changes. Even the effective dates of the Marmoraton agreement are the same as for other Bethlehem workers.

"There are no Canadian negotiations at Marmoraton, but a Canadian representative sits in on Bethlehem negotiations for Marmoraton workers. This is the only case in the iron ore industry, to my knowledge, where this occurs. Wage rates at the other major iron mines, however, are comparable to those at Marmoraton with the exception of Wabana Mines where, over the period, unemployment has been very high. Whether wage rates in the industry would be higher or lower in the absence of the international is another question, and one that I am not prepared to answer now.

"Several facts should be mentioned with regard to those instances where U.S. patterns spread into Canada. First, in the case of the auto industry, while the U.S. pattern in its entirety spread to the Canadian industry in the last two rounds, the costs of the pattern were lower

"Second, in the case of Marmoraton Mining and Union Drawn Steel, where the package and its costs were the same in the U.S., the number of employees in the respective Canadian subsidiaries was a very small proportion of total company employment. At the Marmoraton there are approximately 300 wage earners, while at Union Drawn there are about 40. This undoubtedly is the major reason why Bethlehem and Republic agreed to pass on U.S. compensation standards to their Canadian employees.

U.S.-Owned

"Third was the fact that in every instance where there was some U.S. influence on Canadian negotiations, and where U.S. patterns spread into Canada, the firm or firms involved were U.S.-owned. In the case of Swift Canadian, where some fringe benefits were similar to those in the company's U.S. plants, the company was as responsible as the union for transmitting these to Canada. In addition, because they centralized industrial relations policy in Chicago, this resulted in an attempt to expand the bargaining unit to international dimensions.

"In the auto industry, not only U.S. union officials but company officials have on a number of occasions sat in on Canadian negotiations, and the latter put up very little resistance to the U.S. patterns' spreading into Canada in 1955, 1958 and 1961. At Marmoraton Mining, the decision to grant a union request for a pass-on of benefits to the Canadian subsidiary was made during U.S. negotiations by U.S. company negotiators, and was granted without union coercion.

"Ending on a pragmatic note, therefore, should Canadian industry desire an even greater degree of independent action on the part of internationals bargaining in Canada, the most logical action to assure this would seem to be to reduce U.S. corporate influence in Canadian operations. Such decentralization would probably prove to be disagreeable, in most cases unwanted; and, considering the small amount of U.S. influence on the union side, unnecessary.

WILLIAM DODGE

Canadian workers were very pragmatic about unions, and they cared little whether a union was international or national, big or small, as long as it gave satisfactory service, said Mr. Dodge. Both national and international unions must provide this service. Some international unions might be open to criticism for giving poor service, he said, but this was also true of national unions.

Mr. Dodge pointed to two ways in which the CLC's independence of the AFL-CIO was especially evident:

First, in the matter of political action, the CLC supported the National Democratic Party. Yet this was a policy of which the top officers of the AFL-CIO disapproved. Whether good or bad, the CLC's policy in this matter was an independent one, and the Congress had pursued it in spite of disapproval in the United States.

Second, the general approach of the Canadian labour movement to foreign affairs was almost completely at variance with the policy of the AFL-CIO. Mr. Dodge instanced the example of Cuba, Vietnam, bombing, and the use of gas. The AFL-CIO in these matters supported the President of the United States. Here, he said, the CLC's policy, whether sound or unsound, was not dictated by the U.S. labour movement.

Weaknesses in the structure of unions, for instance in the failure to adapt themselves to technological change, were not due to United States domination. The same troubles were found in U.S. and British unions. Structural changes had been blocked by the intransigence of the unions' own members; and the situation in Canada would be the same if the Canadian labour movement were wholly indigenous. National unions in Canada were in the same position.

Internal Disputes

The CLC's stand on internal disputes procedure and on the Seafarers' International Union of Canada were further evidence that the CLC was not under the control of the U.S. labour movement, Mr. Dodge said.

Bargaining techniques and objectives were largely a reaction to the economic movement. During the past few years, economic planning had been much discussed in Canada. Labour and management realized that planning and its effect on the economy must be considered; and the independence of both management and labour was important if Canada was to adopt national planning policies.

The economic interests of Canada could not be adequately served by adopting policies similar to those followed in the United States, the speaker said.

"The Canadian labour movement has declared itself for economic planning, but labour in the United States is still hesitant and suspicious. Canadian labour may eventually be obliged to make choices, and perhaps commitments, which will meet with stern disapproval among labour leaders in the United States. This may very well require independent action on structure and policy which will present many complex problems."

To make policy decisions different from those adopted in the United States would be difficult but not impossible, Mr. Dodge said.

PIERRE VADEBONCOEUR

Mr. Vadeboncoeur, who replaced Jean-Robert Ouellet of the Textile Workers Federation, CNTU, on the panel, spoke briefly on the position of his federation in the labour movement of North America.

The CNTU, which was founded in 1951, had come into being as an organization whose independence was jealously guarded. During the first 15 years of its existence it had been strongly supported by the church and by the nationalist movement of that time, although these influences had been reactionary and of little use to many of the federation's members, Mr. Vadeboncoeur said.

The CNTU had always rested on the firm ground of autonomy, and it was so well rooted in the people's ideas and aspirations that its basis for almost complete independence was obvious.

Operating within a territory of reasonable size, and with a feeling of belonging to its people, the CNTU was in a good position to define new objectives. The society within which it operated, the speaker said, was altogether different from that of the United States, and its autonomous position was right for these times. "We have a future, without having obtained maturity as yet," he said.

WILLIAM MAHONEY

"As I read the history of nations, and as I take part in the history of unionism in Canada, I become more and more convinced that true national independence is a by-product. It comes to a nation which seeks the greatest possible success, stability and independence for its individual citizens. On the other hand, those who are willing to sacrifice people for shoddy symbolism and frightened isolation are doomed not only to disillusionment but to national failure as well."

This was one of the opinions expressed by Mr. Mahoney in a paper he presented at the panel discussion. He said that worrying about independence or domination by some other nation was "a traditional Canadian

concern, regrettably still fashionable in both our cultures. A century ago the menace was Great Britain. Now it is the United States. To some Quebec residents. it seems we can toss in English-speaking Canada as well."

He suggested that, "just as our ancestral worries proved groundless, our present-day concern may also prove groundless. Might we not be wiser if, like the positive thinkers of a century ago, we concentrated instead upon the task of making more Canadians successful? We may discover that, in the process, our country and its institutions become more independent and less dominated as a by-product. That, in any case, has been the experience of the Canadian trade union movement."

The speaker went on to say that the answer to fears about the independence of trade unionists in Canada had been found "in growth and success," and that, "since effective collective bargaining is an essential way whereby employed Canadians can make themselves more successful, we need the most effective, sensibly-financed and properly administered bargaining agencies we can create, irrespective of whether they are labelled 'national' or 'international'."

Leaving the employees' side of the picture for a moment and looking at the investors' side, he asked whether it was true that "'foreign investment' interferes with the development of political independence." He pointed out that the large British investments in the English North American colonies before the war of independence had not prevented the colonists from winning "unquestioned political independence." He said that after political independence had been gained, U.S. citizens had finally become numerous enough and prosperous enough "to save their own large pools of capital," and, just as investment by outsiders had not prevented the development of political independence in the U.S., so "economic independence for the U.S. nation followed the economic success of the American people."

The history of the United States showed that "true independence followed success. It didn't precede success," Mr. Mahoney said; and he contended that the course of events in other countries also showed the truth of this principle.

Applying the same principle to trade unionism, he argued that the growth of trade unions in Canada showed there was a very real connection between success and size in the case of unions which have passed the 200,000-mark in membership. "This seems to be the figure which permits (a) Canada-wide organizational activity, including Canadian specialists operating from a Canadian headquarters, and (b) a Canada-wide membership service structure."

He pointed out that owing to the smallness of the population in proportion to the size of the country, it cost more to provide routine staff service to union members in Canada than it did in the United States. Under modern conditions, a great deal of specialized service "to counterbalance the increasing specialization of management", was needed in addition to routine service; and "to be most effective in Canada, these specialists must be thoroughly grounded in Canadian legislation and procedures."

In some industries, he admitted, the smaller unions were less at a disadvantage than in such industries as basic metal mining, smelting, refining and fabricating, or in public service, transportation and communication.

Bilingual Costs

Another reason for the high expenses of Canadian unions is the requirement that all information and service be provided in French as well as in English. A third source of added expense, Mr. Mahoney contended, was the "unnecessary, unfair and expensive regulations and laws with which Canadian workers are cribbed and confined."

"Collective bargaining in Canada is more regulated by more laws than in most countries of the free world. . . . The legal costs per member in Canada, if a union is at all active and aggressive, are higher than in most other free countries." . . . "Lastly," he said, "Canadian strikes are more costly to central treasuries in certain Canadian industries, particularly those located in remote areas . . ."

During the 20 years of his union's operations in Canada, "the cost of maintaining service, expanding organization and financing strikes have required, in addition to Canadian dues dollars, a subsidy of many millions of dollars from our U.S. fellow-members. We are now in a position where Canadians can pay their own way under normal circumstances, but it is still very close to the line . . . ," Mr. Mahoney said.

"It is interesting to note that over the 1961-64 period, the excess of expenditure over income in the Province of Quebec alone came to $1,116,622.71, while the union outside of Quebec showed a surplus. This multi-million-dollar contribution to Quebec's quiet revolution was gladly extended by the workers of English-speaking Canada and of the United States. I think it would be fair to say how much quieter the Quebec workers' share of their revolution would be if it had to be financed by Quebec workers themselves or even by Canadian workers themselves."

The United Steelworkers, the speaker said, enjoyed a large measure of autonomy; and "if we study the structures of the other more successful international unions, we see a similar picture. . . . As a general rule, more and

more responsibility for Canadians automatically follows larger and larger Canadian organization. My experience indicates that where Canadian union members not only demand more responsibility, but are willing to accept that responsibility and aggressively set out to produce results, there is no real opposition to granting such independence and autonomy from our U.S. associates. . . ."

No "Best" Type

Mr. Mahoney said that he was not contending that international unions were always the best type of organization for every Canadian worker. There were some industries, such as essential transport and communications and government and public utilities, where strikes would be limited in extent and duration. Employees in these industries might not need the same financial resources that were needed for employees in production, manufacturing or service industries. "Such unions can operate satisfactorily on Canadian dues income alone."

The idea that, "by forming one large Canadian conglomerate union, those Canadian workers whose bargaining costs are lower can contribute to help those whose bargaining costs are very high, is logical in theory, but it just hasn't worked out in practice. Quebec's CNTU is trying it now, but I am sure that responsible CNTU spokesmen would be the first to admit that it has not been possible to completely finance every strike out of dues revenue alone and still build up adequate reserves for other essential confrontations."

The speaker said that the CNTU had had to concentrate on service, organizational activity and bargaining for workers in the province of Quebec alone, and "there is an enormous difference between the cost of Canada-wide, and the cost of province-wide organizational programs." He contended that CNTU members were often confined to catching up to standards set elsewhere in Canada and in the United States; and that, in spite of nominal independence, they were "just as inter-dependent upon the rest of the continental labour movement as any international or national affiliate of the Canadian Labour Congress."

"I suggest," Mr. Mahoney concluded, "that if we continue to strive for effectiveness, we are taking the most direct route to Canadian independence and to relief from any real or imagined 'domination'. . . . Canada and Canada's institutions can and will become more autonomous, more independent and less dominated as the Canadians who form these institutions grow in number and in the personal independence which comes with economic sufficiency and security."

Charter of Rights of Working Women

Eighth World Congress of ICFTU adopts resolution calling on affiliate organizations to take steps to resolve problems and to assert the claims of women workers as set out in charter

When hundreds of delegates representing free trade unions throughout the world met in July in Amsterdam at the 8th World Congress of the International Confederation of Free Trade Unions, they highlighted one important section of the working population in their deliberations—the women.

The Congress adopted a resolution recognizing the equality of rights of men and women workers and calling upon all ICFTU-affiliated organizations to take steps to resolve the problems of women workers, and assert the claims of women workers as set forth in the Charter of Rights of Working Women set before the Congress.

There are few countries in the world where all provisions of the Charter are in force, if any, and there are many countries in which the status of women workers leaves much to be desired. It is an attempt to standardize the conditions in all countries of the free world, and to wipe out the serious inequality existing in some areas, that the ICFTU has pledged itself to see that the Charter is respected, to the benefit of women workers the world over.

Charter of Rights of Working Women

Women's role in modern economic and social life has become more and more important, and is essential for the development of their country. The number of women now working outside their homes has increased considerably, particularly in non-agricultural areas. It is a trend to be found most in the highly industrialized countries, but is also a feature of the developing countries.

Through working, women develop their own personalities and individual abilities. Their problems should not, in principle, be separated from those of male workers. But women also face special problems, in that they are discriminated against and have various family responsibilities.

Even in economically and socially-advanced countries, while remarkable progress has been made, discrimination still exists. The principle of equal pay for work of equal value is not yet always fully implemented. Vocational education and training opportunities are more limited for women than for men, and access to certain professions and jobs is often blocked or discouraged. Moreover, there are often insufficient facilities to ease the burden for women workers who have commitments for home and family.

In the developing countries, the problems which women workers have to face are in substance the same as in the industrial countries. But they are greatly aggravated by unemployment and under employment. The extremely low wages and living standards which prevail, generally, impose upon the women workers particularly heavy burdens at home. Illiteracy is much more wide-spread among women than among men, since educational opportunities, even at the most elementary level, are often much more limited for girls than for boys. In addition, vocational training and guidance are scarce or non-existent.

These problems must be solved, and, therefore, women workers, like all other workers, need the help and protection of trade unions. The free international trade union movement will strive to achieve the following aims.

Right of Association

1. ILO Convention No. 87 lays down that all workers have the right to form and join the trade union of their choice. Women workers ought to be able to enjoy this right, and to derive from it the same protection and advantages as men do.

Access of Women to Economic Life

2. Women's right to work should be recognized in all countries. They should have full access to economic life, and all efforts should be made in compliance with ILO Convention No. 111 to eliminate any discrimination based on sex, regarding access to employment and jobs, education, vocational training and promotion. Every effort should be made to achieve and maintain full employment, and in cases of economic recession, women's right to work should be maintained. It should be given particular attention in the developing countries where unemployment and under employment prevail.

Education

3. Girls and boys should have the same schooling opportunities. Adult education should also follow this same principle of equality. A particular effort is necessary in the developing countries where the educational gap between the sexes is widest.

Vocational Training

4. Women and girls should have access to vocational guidance and training on the same terms and conditions as men and boys.

5. Special measures should be taken to train in new skills, or retrain, women who seek to enter or re-enter into employment after an interval of several years.

Promotion

6. Access to higher posts should be open to both men and women in all fields, and under the same conditions. Maternity leave should not be a disadvantage as far as promotion rights are concerned.

Equal Remuneration for Work of Equal Value

7. The implementation of the principle of equal remuneration for work of equal value, is an essential aspect of equal rights. This remuneration includes, not only the ordinary or minimum basic salary, but also any additional emoluments either in cash or in kind. However, maternity allowance, or any other special benefits for the working mother, should not be considered as an argument against equal pay.

8. The ILO Convention No. 100 should be ratified in all countries and implemented without delay. The principle of equal remuneration for work of equal value should be implemented in collective agreements.

Maternity Protection

9. Maternity protection ought to be considered a duty of society. The aim of maternity protection is to safeguard the health and welfare of mother and child, and prevent women workers from being economically penalized because they give birth to children. It should not be a cause of discrimination in any field.

10. The minimum standards of maternity protection laid down in ILO Convention No. 103 and Recommendation No. 95 should be implemented. Appropriate steps should be taken to see that legislation or collective agreements guarantee that these standards are applied to all working women, including those gainfully employed in industrial homework, part-time work, in agriculture and in domestic service.

11. The working woman, who has given birth to a child, should be granted sufficient compensation for loss of earnings during the compulsory leave period, which should be at least 12 weeks. She should be allowed to prolong the maternity leave period for up to one year, and the rights linked to her employment should not be lost, particularly

as far as employment security, promotion rights and social benefits, such as health, insurance, pensions and other rights, are concerned.

12. Women should not be employed in any work which might endanger their maternal functions. Studies should be made of the dangers which new substances and new techniques might present.

Social and Health Protection

13. The international labour standards, relating to social and health protection, applicable to women (for example, relating to night work, underground work, heavy or unhealthy work) should be implemented and further studied in the light of new technical developments and changing working conditions.

Employment of Women with Family Responsibilities

14. Every effort should be made to create the conditions which will enable women, with family responsibilties, to make an effective choice as to whether they go out to work or remain at home.

15. All steps should be taken to publicize the problems arising from the conflicting duties of women workers with family responsibilities, and every effort made to solve these problems. Women workers, with family responsibilities, would be assisted by certain general improvements applicable to all workers, such as the reduction of working hours and the establishment of the five-day week.

16. Their special needs should also be met by setting up creches, child care services, home help services, and other facilities, which should, as far as possible, come under the responsibility and control of the public authorities.

Conclusion

The ICFTU recognizes the extensive and valuable contribution made towards the improvement of the status of women by the United Nations Organization and its specialized agencies, particularly the International Labour Organization, and by the trade unions. It is also aware of what remains to be done and of the many problems arising from the changing conditions of women's employment. The ICFTU, therefore, appeals to governments, the United Nations Organization, its specialized agencies, and particularly the International Labour Organization, the trade unions and all other progressive forces, to do their utmost to implement and further the principles set out in this Charter.

Accidents Increase in Public Service

Accident Prevention and Compensation Branch statistics show number of accidents reported rose by 8.4 per cent over the previous year, but with a decrease in number of fatalities

The number of accidents sustained by federal government employees on the job in the fiscal year 1964-65 was the highest ever recorded in the public service, according to statistics compiled by the Accident Prevention and Compensation Branch, Department of Labour. It severely reversed the modest decline in each of the two preceding years.

The total employment in the public service covered by the Government Employees Compensation Act increased by 4,000, or 1.8 per cent, to 232,000 in the 12-month period.

During the same time, the number of accidents reported rose by 8.4 per cent over the previous year. Minor injuries increased by 7 per cent, and disabling injuries by 11 per cent.

There was a decrease, however, in fatalities reported, with 19 employees losing their lives as a result of accidents occurring in their employment.

The number of work injuries reported totalled 19,467, an increase of 1,502 over 1963-64. These were made up of 11,558 minor injuries; 2,927 compensation cases; 4,663 injury leave cases; 10 permanent disabilities; 19 fatalities; and 290 disallowed claims.

With a total of 16,450 claims settled, one employee in every 14 of the 232,000 under the Act had an accident of some kind; one employee in every 36 had an accident causing loss of time; one in every 2,690 had a claim for permanent disability, and one in every 10,545 died as a result of an employment-connected accident.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was $2,744,207, up 6 per cent over 1963-64. This sum does not include the amounts paid to the 10 provincial Workmen's Compensation Boards for their services under the Act which, for the calendar year 1964, totalled $357,070. A total of $448,118 was recovered from certain Crown agencies.

About one-third of the $2,744,207 paid in benefits was for hospital and medical costs. The remaining two-thirds were for compensating the income loss of injured or deceased employees.

Salaries paid, in lieu of compensation under the injury leave provisions, amounted to $912,682, an increase of $112,667 or 14.1 per cent over last year.

Including the expenses for administration charged by the 10 provincial compensation agencies, and the compensation benefits and salaries paid in lieu of compensation, the direct cost of the accidents and injuries suffered by persons employed in the public service totalled $3,465,840, an increase of 6 per cent over the amount paid in 1963-64.

In this connection, it is estimated that injuries on duty cost about $15 a person for all employees covered by the Act; the average cost of each minor injury was $11, and the average cost of each disabling injury was $292.

The total number of actual days lost (excluding waiting periods) was 156,951. This is equivalent to the year-round employment of about 600 persons.

Indirect costs, such as those caused by work interruptions, delayed services, involvement of supervisory staff, and loss or damage to material and equipment, amounted to a considerable figure. It is estimated that the ratio of indirect costs to direct costs is, on the average, about 4 to 1, making the total accident cost bill close to $17,324,200.

Four large departments, employing 41 per cent of those covered by the Act, accounted for 61 per cent of disbursements and 62 per cent of the claims.

At the end of the year, 1,763 monthly pensions were being paid; made up of 1,253 to employees and former employees; 280 to widows; 224 to dependent children of deceased employees, and six to orphans.

Twenty departments and agencies had a sizeable increase in accidents, while 36 remained at about the same level, and seven others had a noticeable decline. Several agencies reported no accidents to employees during the year.

Unsafe job procedures or unsafe conditions, or a combination of these, were the factors leading to some of the accidents. Others were caused by things beyond the control of those involved. It is obvious that most of these were occasioned by some personal act by the victim, or by a fellow worker. Had proper safe working procedures been followed, a large number could have been prevented.

Industrial Fatalities in Canada during Second Quarter of 1965

Deaths from industrial accidents in second quarter of 1965 totalled 220. Largest number of fatalities occurred in construction industry, with 39 recorded in manufacturing

Up to the end of August, the Department of Labour had received reports on 220* industrial fatalities that occurred in Canada during the second quarter of 1965. During the previous quarter, 302 fatalities were recorded. This is 34 more than the previously published preliminary total of 268 (L.G., July, p. 617).

In the second quarter of last year, 266 fatalities were recorded—38 more than the preliminary figure of 228 (L.G., Oct. 1964, p. 862).

Industrial fatalities in Canada that occurred during the second quarter of 1965 were distributed in the age groups as follows (figures for women in parentheses):

Age Group	*Fatalities*	*Workers Employed ('000)*
15-19	9 (–)	355 (274)
20-24	28 (–)	550 (351)
25-44	105 (1)	2,243 (787)
45-64	69 (–)	1,522 (556)
65+	8 (–)	174 (46)
Total	219 (1)	4,844 (2,014)

* See Tables H-1 and H-2 at back of this book.

In two occupations—transport and communications; craftsmen, production process and related workers—comprising 31 per cent of the total workers employed, 52 per cent of the total fatalities occurred.

During the quarter there were two multi-fatality accidents that brought death to 13 workmen. Eight fishermen from Vancouver, B.C., were drowned on April 10, when their seiner *Sea Ranger* disappeared in the southern Bering Sea. Five fishermen from Cape Mudge, B.C., were lost on May 14 after their boat *Miss Jamie-Lee* sunk near Bold Point, Quadra Island, B.C.

Largest Number of Fatalities

The largest number of fatalities, 48, occurred in the construction industry. Of these fatalities, 12 were in buildings, 17 in highways, and 19 in other construction.

The 39 fatalities recorded in the manufacturing industry were distributed as follows: 9 in products of metal fabricating; 6 each in products of primary metal and in wood products; 4 in paper products; 3 each in

food and beverage, machinery and chemical products; 2 in non-metallic mineral products; and 1 each in leather products, transportation equipment, and electrical products.

Of the 39 fatalities that occurred in transportation, communication and other utilities industries, 13 were in local and highway transportation; 7 in railway transportation; 4 each in water transportation, miscellaneous transportation, communication, and electric power, gas and water utilities; 2 in air transportation; and 1 in storage.

In the mining industry, 8 of the 22 fatalities were in metal mining; 2 in coal mining; 1 in petroleum and oil wells; and 11 in non-metal mining.

In the forestry industry 22 fatalities were recorded.

Of the remaining 50 fatalities, 17 were in fishing; 13 in agriculture; 10 in trade; and 5 each in service and public administration.

An analysis of the 220 fatalities in the second quarter of 1965, shows that 57 (26 per cent) were caused by "falls and slips." All but eight were falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, seas, shafts, pits, excavations, etc.

Of the 50 fatalities (23 per cent) that were in the accident-type group of "being struck by different objects," 5 were the result of being struck by tools, machinery, cranes, etc.; 9 were caused by moving vehicles; and 36 were in the category of such objects as falling trees and limbs, and landslides or cave-ins.

Collisions, derailments and wrecks caused 37 fatalities. Automobiles and trucks were involved in 21 accidents; aircraft and railway trains in 6 each; tractors and loadmobiles in 3; and watercraft in 1.

Other Fatalities

Twenty-four fatalities were in the category of being "caught in, on or between." Most of them involving tractors, loadmobiles, machinery, automobiles, trucks, hoisting and conveying apparatus, mine and quarry cars, trains or other railway vehicles, and materials in use or stored in plant.

Of the remaining 52 fatalities, 17 were caused by electric current; 15 were the result of inhalations, contact, absorptions, ingestions and industrial diseases; 13 were caused by conflagrations, temperature extremes and explosions; 5 were under the heading of miscellaneous accidents; and 2 were in the category of "striking against or stepping on objects."

By province of occurrence, there were 77 fatalities in Ontario, 63 in British Columbia, 23 in Alberta, and 21 in Quebec.

During the quarter, there were 72 fatalities in April; 75 in May; and 73 in June.

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Employment and Unemployment, September

The labour force declined by 331,000 to 7,159,000 between August and September as large numbers of young people returned to school. Employment decreased by 296,000 to 6,983,000 during the same period.

Unemployment dropped by 35,000 during the month to 176,000. Seasonally adjusted, the September 1965 unemployment rate was 3.6 per cent.

Between August and September, the decrease in employment of persons 14 to 24 years of age was 338,000. Employment of persons 25 years of age and over increased by 42,000.

The labour force in September was 174,000 higher than a year earlier. Employment was 215,000 higher, and unemployment 41,000 lower than in September 1964.

Employment

There was a noticeable decline in farm employment due in part to inclement weather. Agriculture accounted for 109,000, (almost two-fifths) of the August-to-September decline in employment. Much of the drop in non-agricultural employment was in the service-producing industries. In non-agricultural industries, and to a lesser extent in agriculture, the decreases were the result of students returning to school.

Total employment remained well ahead of a year earlier. The September estimate of 6,983,000 represented an increase of 215,000 (3.2 per cent) over September 1964. In non-agricultural industries, the increase was 270,000 (4.4 per cent). The largest gains were in construction and the service-producing industries. Employment was higher than a year ago in all regions.

Unemployment

Unemployment decreased by 35,000 to 176,000 between August and September. Over half of the decline was among teenagers, many of whom left the labour market to return to school. The unemployment total was 41,000 lower than in September 1964.

Of the 176,000 unemployed in September, some 131,000 had been unemployed for three months or less. The remaining 45,000 (26 per cent) of the total, had been seeking work for four months or more.

The unemployment rate in September 1965 represented 2.5 per cent of the labour force, compared with 3.1 per cent in September 1964, and 3.7 per cent in September 1963. Unemployment rates were lower than a year ago in all regions. The rate in August this year was 2.8 per cent.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	September 1965	September 1964	September 1965	September 1964	September 1965	September 1964	September 1965	September 1964
Metropolitan	—	—	—	3	12	9	—	—
Major Industrial	1	—	4	11	21	15	—	—
Major Agricultural	—	—	1	1	13	13	—	—
Minor	—	—	2	8	50	47	6	2
Total	1	—	7	23	96	84	6	2

Note: Grande Prairie was not included in the survey prior to January 1965.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Total civilian labour force (a) (000)	Sept. 18	7,159	− 4.4	+ 2.5
Employed (000)	Sept. 18	6,983	− 4.1	+ 3.2
Agriculture (000)	Sept. 18	625	−14.9	− 8.1
Non-agriculture (000)	Sept. 18	6,358	− 2.9	+ 4.4
Paid workers (000)	Sept. 18	5,857	− 3.9	+ 4.8
At work 35 hours or more (000)	Sept. 18	5,876	+ 2.2	+ 2.2
At work less than 35 hours (000)	Sept. 18	836	+12.8	+ 7.6
Employed but not at work (000)	Sept. 18	271	−65.7	+ 12.0
Unemployed (000)	Sept. 18	176	−16.6	− 18.9
Atlantic (000)	Sept. 18	23	−14.8	− 28.1
Quebec (000)	Sept. 18	69	−18.8	− 17.9
Ontario (000)	Sept. 18	47	−17.6	− 14.6
Prairie (000)	Sept. 18	18	0.0	− 14.3
Pacific (000)	Sept. 18	19	−20.8	− 24.0
Without work and seeking work (000)	Sept. 18	167	−14.8	− 19.3
On temporary layoff up to 30 days (000)	Sept. 18	9	−40.0	− 10.0
Industrial employment (1949=100)	July	141.8	+ 0.6	+ 5.8
Manufacturing employment (1949=100)	July	129.5	− 0.6	+ 5.6
Immigration 1st	6 months	62,898	—	+ 22.6
Destined to the labour force 1st	6 months	32,434	—	+ 24.1
Strikes and Lockouts				
Strikes and lockouts	Sept.	92	+10.8	+ 46.0
No. of workers involved	Sept.	21,012	−22.7	+132.5
Duration in man days	Sept.	216,080	−11.3	+107.7
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	July	$91.09	0.0	+ 5.0
Average hourly earnings (mfg.)	July	$2.09	− 1.0	+ 4.5
Average hours worked per week (mfg.)	July	40.8	− 1.0	− 0.3
Average weekly wages (mfg.)	July	$85.47	− 1.6	+ 4.2
Consumer price index (1949=100)	Sept.	139.1	− 0.2	+ 2.6
Index numbers of weekly wages in 1949 dollars (1949=100)	July	146.9	− 1.6	+ 1.7
Total labour income	July	2,193	− 0.9	+ 10.7
Industrial Production				
Total (average 1949=100)	August	221.9	+ 2.7	+ 7.0
Manufacturing	August	196.1	+ 1.9	+ 5.7
Durables	August	190.3	− 7.0	+ 5.4
Non-durables	August	201.1	+10.5	+ 5.9
New Residential Construction (b)				
Starts	Sept.	11,297	−27.2	− 2.9
Completions	Sept.	11,359	+17.4	− 1.3
Under construction	Sept.	92,044	− 2.3	+ 22.0

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

—	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)			Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Quebec-Levis →ST. JOHN'S Toronto Vancouver-New Westminster—Mission City →WINDSOR Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Oshawa	Lac St. Jean Shawinigan Sherbrooke SYDNEY & SYDNEY MINES ←	→BRANTFORD Cornwall Corner Brook Fort William—Port. Arthur Granby-Farnham—Cowansville Guelph →JOLIETTE Kingston Kitchener London Moncton →NEW GLASGOW →NIAGARA PENINSULA Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins—New Liskeard—Kirkland Lake Trois Rivieres Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Megantic—St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force (10,000 to 25,000)		KAMLOOPS ← Quebec North Shore	Bathurst Beauharnois Belleville—Trenton Bracebridge Brampton Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek DRUMHELLER ← →DRUMMONDVILLE Edmundston Fredericton Galt →GASPE Grand Falls Grande Prairie Kentville Lachute—Ste. Therese →LINDSAY Medicine Hat Montmagny	→GODERICH Listowel Stratford Swift Current →WALKERTON Weyburn

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CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER—Conc.

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
MINOR AREAS (Cont'd)			→NEWCASTLE North Bay →OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince George— Quesnel Prince Rupert →RIMOUSKI Sault Ste. Marie Ste. Agathe St. Jerome St. Hyacinthe St. Jean St. Stephen St. Thomas Simcoe →SOREL Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock— Tillsonburg Yarmouth Woodstock, N.B.	

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 591, June issue.

Student Career Decisions

(Continued from page 878)

guidance provided to assist students in making educational and occupational decisions. Within the informal system, the values attached by students to different "streams" or programs of study, the frequency and nature of contacts between students and teachers, and relationships between students in school activities outside the classroom all have an important influence on the formation of career orientation.

The subsidiary purpose of the study is to answer the question "How do the career goals formed by young people in school compare with their subsequent experience in the working world?" In order to afford adequate information of this sort, the study has been designed to allow a follow-up on the careers of a sample of the students to learn about their success in the labour force at various stages of their lives.

The subject of this study, of course, is a complex problem on which a whole range of dimensions impinges. Clearly, no single study can provide all the necessary information or answers. For example, the influence of the young person's family, his community and church, play important roles in shaping his aspirations and behaviour. One of the purposes of this initial study, therefore, is to collect bench-mark information on all these factors in order to stimulate and provide a sound basis for further research.

The information required for the study will come from a sample of over 400 publicly-operated secondary schools in the 10 provinces. They will be a mixture of small and large, rural and urban, academic, technical and vocational, commercial, and "composite." Approximately 150,000 secondary school students from all grades will be taking part.

Questionnaires were to have been completed last month by both students and teachers, and supplementary questionnaires by guidance counsellors and school principals. The students are asked about their educational and occupational plans, attitudes, background factors, and activities outside school. In addition, they complete brief general ability and interest tests.

A second study of the same students will be made in May 1966 when a briefer questionnaire will repeat some of the earlier questions to determine what changes have taken place in the students' aspirations and plans, and why the changes were made.

Supplementary objective information to be submitted by the schools will include reports of mid-year and final grades, dropouts during the school year, and failure to return to

(Continued on page 926)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
Air Canada, system-wide	Air Canada Sales Empl. Assn. (Ind.)
Assn. des Marchands Detaillants, Quebec & vicinity, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. Patronale des Inst. Religieuses (5 hospitals) Granby, Sorel & St. Hyacinthe, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bell Telephone Co. of Canada, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone Co. of Canada, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Marconi, Montreal, Que.	Marconi Salaried Empl. Assn. (Ind.)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways	15 unions (non-operating empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cdn. Western Natural Gas & Northwestern Utilities, Alta.	Natural Gas Empl. Welfare Assn. (Ind.) & Natural Gas Empl. Benefit Assn. (Ind.)
Dominion Steel & Coal Corp., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dupont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton, City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton, City, Alta.	Public Empl. (CLC) (outside empl.)
Edmonton, City, Alta.	Transit Union (AFL-CIO/CLC)
Hawker Siddeley Canada Ltd. (Orenda, Engineering & Vending Divs.), Malton, Ont.	Machinists (AFL-CIO/CLC)
Hopital General St. Vincent de Paul & others, Sherbrooke, Lac Megantic & Windsor, Que.	Service Empl. Federation (CNTU)
Hopital St. Charles, Joliette, Que.	Service Empl. Federation (CNTU)
Hospitals (7) Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hospitals (15), Montreal, Granby, Joliette, Lachine, St. Hyacinthe, Valleyfield & Verdun, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hospitals (15), Montreal, Lachine, St. Jerome & Verdun, Que.	Service Empl. Federation (CNTU) (non-professional empl.)
Iron Ore Co. of Canada, Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres	Teamsters (Ind.)
Mi-Mail Limited, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa, City, Ont.	Public Empl. (CLC)
Ottawa, Transportation Commission, Ottawa, Ont.	Transit Union (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	ILA (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (caretakers)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Vancouver City Hall Empl. Assn. (Ind.) (inside empl.)
Vancouver City, B.C.	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro (Transit Dept.) Man.	Transit Union (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

(except those concluded in September)

Bargaining

Company and Location	Union
Air-Canada, system-wide	Air Line Pilots (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont.	UE (Ind.)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg Metro., Man.	Public Empl. (CLC)

Conciliation Officer

Company and Location	Union
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO, CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Board

B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
KVP Company, Espanola, Ont.	Papermakers (AFL-CIO/CLC), Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

Post-Conciliation Bargaining

(No cases during September)

Arbitration

Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)

Work Stoppage

Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway Transport & General Wkrs. (CLC)
Price Bros. & Co., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Part III—Settlements Reached During September

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

American Motors Canada Ltd., Brampton, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—settlement pay of $20—general wage increases of 6¢ an hr. or 2.5%, whichever is greater, and 9¢ an hr. additional eff. Sept. 23, 1965; provision for additional wage adjustments

to establish parity with Ford-Oakville for certain classifications; general wage increases of 6¢ an hr. or 2.5%, whichever is greater eff. July 1, 1966 and 7¢ an hr. or 2.8%, whichever is greater, eff. July 1, 1967; wage rates to be reduced by 1¢ an hr. upon introduction of Green Shield Drug Plan; 10 paid holidays (formerly 8); vacation pay to be 80 hrs. (formerly 40 hrs.) after 1 yr. of service, 100 hrs. (formerly 60 hrs.) after 3 yrs. of service, 120 hrs. (formerly 80 hrs.) after 5 yrs. of service, 140 hrs. (formerly 100 hrs.) after 10 yrs. of service and 160 hrs. (formerly 120 hrs.) after 15 yrs. of service; provision for 3 days' bereavement leave; pensioners on early retirement may continue full life insurance to age 65 by contributing 50¢ a mo. per $1,000; provision for tuition aid programme; rate for labourer becomes $2.57 an hr. July 1, 1967; agreement to expire June 30, 1968.

Anglo-Cdn. Pulp & Paper, Bowaters Mersey Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC): 3-yr. agreement covering 3,270 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1966, 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; pre-retirement plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 yrs. of age eff. Jan. 1, 1968; vacation pay for seasonal empl. to be 2% of current earnings for empl. with less than 36 mos. of accumulated service, 4% of current earnings after 36 mos. of accumulated service, 6% of current earnings after 96 mos. of accumulated service, 8% of current earnings after 240 mos. of accumulated service and 10% of current earnings after 300 mos. of accumulated service; rate for labourer on 6-day operation becomes $2.48 an hr. Aug. 1, 1967; agreement to expire April 30, 1968.

Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.—Service Empl. Federation (CNTU): agreement covering 550 empl.—wage increases ranging from $5 to $27 a wk. in 1965; work wk. reduced to 35 hrs. (formerly 40 hrs.) for office empl., and to 37½ hrs. (formerly 40 hrs.) for nursing personnel; 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.) and 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.).

CNR, North Sydney, N.S.—ILA (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 12¢ an hr. retroactive to July 1, 1965 and 12¢ an hr. eff. July 1, 1966; Remembrance Day to be eighth paid holiday; vacation pay to be 4% (at present 2%); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.); rate for freight handler-stevedore becomes $2.33 an hr. July 1, 1966; agreement to expire June 30, 1967.

David & Frère, Montreal, Que.—Commerce & Office Empl. (CNTU): 3-yr. agreement covering 600 empl.—wage increases of 4¢ an hr. retroactive to May 24, 1965, 4¢ an hr. eff. Nov. 22, 1965, 5¢ an hr. eff. May 23, 1966, 5¢ an hr. eff. Nov. 21, 1966, 6¢ an hr. eff. May 22, 1967 and 6¢ an hr. eff. Nov. 20, 1967; work wk. for drivers (formerly 45 hrs.) to be reduced to 43 hrs. with maintenance of pay; empl. with 3 mos. to 9 yrs. of service to receive 9 paid holidays (number of holidays varied according to length of service previously) and empl. with 10 yrs. of service or more continue to receive 11 paid holidays; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.) and 4 wks. vacation after 20 yrs. of service in 1966 (formerly after 25 yrs.); rate for general male worker becomes $1.93 an hr. Nov. 20, 1967; agreement to expire May 23, 1968.

DeHavilland Aircraft, Malton & Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 4,740 empl.—settlement pay of $40 for empl. who worked each wk. from June 22, 1965 to Aug. 24, 1965, or $5 per full wk. worked for empl. who worked less than this period; wage increases of 15¢ and 17¢ an hr., depending on classification, plus an additional 7¢ an hr. for tradesmen eff. Sept. 24, 1965, 6¢ an hr. eff. June 25, 1966 and 7¢ an hr. eff. June 25, 1967; evening and night shift premiums to be 12¢ and 18¢ an hr. respectively (formerly 10¢) eff. Sept. 24, 1965; 1 wk. vacation with 2% vacation pay for empl. with less than 1 yr. of service (at present after 1 yr.), 2 wks. vacation with 4% vacation pay after 1 yr. of service (at present after 3 yrs.), 2½ wks. vacation with 5% vacation pay after 4 yrs. of service (new provision), 3 wks. vacation with 6% vacation pay after 8 yrs. of service (at present after 12 yrs.), 3½ wks. vacation with 7% vacation pay after 12 yrs. of service (new provision) and 4 wks. vacation with 8% vacation pay after 20 yrs. of service (new provision) in 1966; 10 paid holidays (formerly 8½); employer to pay premiums for empl., dependents, present and future retired personnel of medical and hospital insurance and Blue Cross Prescription Drug Plan; employer to pay one-half of future premium increases of hospital and medical insurance; basic pension benefit, available at age 65, to be $4.25 (at present $2.80) a mo. per yr. of service; survivor income benefits and bridge benefits provided; supplementary pension, available from age 65 until eligibility for federal old age pension, to be increased; benefits under SUB plan to be increased to provide empl. with 65% of normal 40 hrs. weekly pay for a maximum benefit of $55; weekly sickness and accident insurance benefits improved; group life insurance of $750 extended to pensioners; rate for sweeper becomes $2.26 an hr. June 24, 1967; agreement to expire June 25, 1968.

Dominion Rubber (Tire Div.), Kitchener, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 10¢ an hr. in 1965, 7¢ an hr. in 1966 and 7¢ an hr. in 1967; additional wage adjustment of 14¢ an hr. in 1965 for tradesmen; 10 paid holidays (formerly 9); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 22 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); improvements in insurance, pension and SUB plans; agreement to expire May 4, 1968.

Dominion Steel & Coal Corp., Sydney, N.S.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 2,700 empl.—wage increases of 10¢ an hr. retroactive to Aug. 1, 1965, 5¢ an hr. eff. Aug. 1, 1966 and 3¢ an hr. eff. Jan. 1, 1967; job class 1 to be abolished thus increasing base rate by 5¢ an hr.; increment between job classes increased to 6½¢ (formerly 6¢); afternoon and night shift premiums to be 9¢ an hr. and 11¢ an hr. respectively (formerly 7¢ and 9¢ an hr.); Sunday premium to be 25¢ an hr. (formerly 15¢ an hr.); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 13 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); new non-contributory pension plan adopted; company to contribute additional 2¢ an hr. toward welfare plan; rate for labourer becomes $2.285 an hr. Jan. 1, 1967; agreement to expire July 30, 1968.

Duplate Canada Ltd., Oshawa, Oakville & Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—wage increases of 9¢ an hr. in first yr. of agreement, 6¢ an hr. in second yr. and 7¢ an hr. in third yr. for empl. at Oshawa; wage increases of 11¢ an hr. in first yr. of agreement, 6¢ an hr. in second yr. and 7¢ an hr. in third yr. for empl. at Oakville and Windsor; wage increases at three plants of 19¢ an hr. eff. Sept. 1, 1965, 2¢ an hr. eff. Nov. 8, 1965 and 7¢ an hr. eff. Sept. 1, 1967 for skilled trades; evening and night shift premiums increased to 12¢ an hr. and 18¢ an hr. respectively (formerly 10¢ and 12¢); Boxing Day and day before New Year's Day to be paid holidays; 2 wks. vacation with 4% vacation pay after 1 yr. of service and with 5% vacation pay after 3 yrs. of service; 3 wks. vacation with 6% vacation pay after 5 yrs. of service and with 7% vacation pay after 8 yrs. of service; 3 wks. vacation with 8% vacation pay plus 1 wk. optional after 15 yrs. of service; employer to pay premiums of medical and hospital insurance and Green Shield Drug Plan for pensioners; group life insurance increased to $7,000 (formerly $6,000); accident and disability insurance increased to $3,500 (formerly $3,000); weekly indemnity increased to $70 (formerly $60); weekly benefits under SUB plan increased to $40 (formerly $27.50) plus $2 per child; inter-plant preferential hiring for empl. laid off; improvements in pension plan similar to those in automobile industry; rate for general labourer at Oshawa becomes $2.62 an hr. in third yr. of agreement; agreement to expire Aug. 31, 1968.

E. B. Eddy, Hull, Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO CLC): 2-yr. agreement covering 1,720 empl.—wage increases of 14¢ an hr. retroactive to May 1, 1965 and 10¢ an hr. eff. May 1, 1966; additional wage adjustments for certain classifications; afternoon and night shift premiums to be 9¢ an hr. and 15¢ an hr. respectively retroactive to May 1, 1965 (formerly 8¢ and 13¢) and to be 10¢ an hr. and 17¢ an hr. respectively eff. May 1, 1966; 5 wks. vacation after 30 yrs. of service in 1965 (new provision); employer to pay full cost of welfare plan—group life insurance, accidental death and dismemberment, major medical and weekly indemnity; weekly indemnities to be $40, $50 and $60, depending on wage rates, payable up to 26 wks. (formerly $35, $45 and $55 payable up to 13 wks.); empl. retiring before age 65 to have option of continuing full life insurance coverage to age 65 at current group rates or receiving a $2,000 paid-up life insurance at early retirement date; retirement income plan to be included in agreement, and adaptation to Canada Pension to be negotiated; introduction of Canada Pension Plan will not increase or decrease employer or empl. contributions or reduce benefits; rate for labourer becomes $2.24 an hr. May 1, 1966; agreement to expire April 30, 1967.

Eldorado Mining & Refining, Eldorado, Sask.—Mine, Mill & Smelter Wkrs. (Ind.): 3-yr. agreement covering 500 empl.—general wage increases of 8¢ an hr. eff. Sept. 1, 1965, 8¢ an hr. eff. Sept. 1, 1966 and 8¢ an hr. eff. Sept 1, 1967; additional wage adjustments for certain classifications eff. Sept. 1, 1965; premium for all shifts to be 9¢ an hr. (formerly 6¢ an hr. for afternoon shift, 7¢ an hr. for night shift and 9¢ an hr. for graveyard shift); Saturday and Sunday premium of 15¢ an hr. adopted; cost-of-living bonus for empl. at Uranium City to be $16 a mo. (formerly $8); rate for labourer becomes $2.42 an hr. Sept. 1, 1967; agreement to expire Aug. 31, 1968.

Fur Mfrs. Guild, Montreal, Que—Butcher Workmen (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl—wage increases of $6 a wk. retroactive to June 1, 1965 and $6 a wk. eff. Nov. 1, 1966; work wk. (at present 36 hrs.) to be reduced to 35 hrs. with maintenance of pay eff. May 1, 1967; New Year's Day and Good Friday to be guaranteed paid holidays; increase in employers' contribution toward health insurance; rate for fur cutter becomes $110 a wk. Nov. 1, 1966; agreement to expire April 30, 1968.

Hotel Chateau Laurier (CNR), Ottawa, Ont.—Railway, Transport & General Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increase of 5¢ an hr. on all existing basic rates of pay retroactive to March 1, 1965; all classifications receiving a rate, which, added to the value agreed upon for room and for meals, is less than $1.25, increased to $1.25 eff. July 1, 1965; all classifications, which by March 1, 1966 have not received a wage increase of 10¢ an hr., shall receive 5¢ an hr. or less, bringing the total hourly wage increase to 10¢ eff. March 1, 1966; all classifications which by March 1, 1967 have not received a wage increase of 15¢ an hr. shall receive 5¢ an hr. or less, bringing the total hourly wage increase to 15¢; meals valued at 4¢ an hr. and room and meals valued at 16¢ an hr.; 8 paid holidays (formerly 7); 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.); split shift differential to be 50¢ per day; rate for bus boy becomes $1.25 an hr. March 1, 1967; agreement to expire Feb. 29, 1968.

Hudson Bay Mining & Smelting, Flin Flon, Man.—CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO): 2-yr. agreement covering 2,300 empl.—general wage increases of 6% retroactive to April 16, 1965 and 5% eff. April 16, 1966 on rates in effect April 15, 1965 for hourly rated empl.; additional wage adjustment of 3¢ an hr. for tradesmen; Saturday and Sunday premium to be 20¢ an hr.; 2 wks. vacation after 1 yr. of service, 2 wks. plus 1 day vacation after 6 yrs. of service, 2 wks. plus 2 days vacation after 7 yrs. of service, 2 wks. plus 3 days vacation after 8 yrs. of service, 2 wks. plus 4 days vacation after 9 yrs. of service; 4 wks. vacation after 15 yrs. of service; rate for surface labourer becomes $2.24 an hr. April 15, 1966; agreement to expire April 15, 1967.

Imperial Tobacco & subsidiaries, Que. & Ont.—Tobacco Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 3,260 empl.—general wage increases of 11¢ an hr. retroactive to July 15, 1965, 9¢ an hr. eff. July 15, 1966 and 9¢ an hr. eff. July 15, 1967; wage increases of 6¢ an hr. retroactive to July 15, 1965, 5¢ an hr. eff. July 15, 1966 and 5¢ an hr. eff. July 15, 1967 for piece-work empl. of General Cigar Co. Ltd.; work wk. to be reduced to 36¼ hrs. (at present 37½ hrs.) eff. July 17, 1966 with maintenance of pay; 4 wks. vacation after 20 yrs. of service (at present after 25 yrs.) and 5 wks. vacation after 27 yrs. of service (at present after 30 yrs.) in 1966 and after 25 yrs. of service in 1967; ½-wk. severance pay per completed yr. of service with a minimum of 1 wk. for empl. with 1 yr. of service (formerly severance pay ranged from 1 wk. to 4 wks. pay for those with 1 or more yrs. of service); improvements in sickness and accident insurance and pension plans; establishment of labour-management committee to alleviate the effects of technological change; training plan to be instituted to provide apprenticeship for skilled trades, training for technological improvements, training for upgrading and assistance to enhance formal education; rate for labourer becomes $2.59½ an hr. July 17, 1966; agreement to expire July 14, 1968.

International Harvester Co. of Canada, Chatham, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—wage increases of 12¢ an hr. retroactive to June 1, 1965, 6¢ an hr. in 1966 and 6¢ an hr. in 1967; increase of ½¢ in increment between labour grades; 10 paid holidays (formerly 8); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 15 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); rate for labourer becomes $2.37 an hr. in 1967; agreement to expire June 2, 1968.

Manitoba Telephone System—Man. Telephone Assn. (Ind.) (clerical & maintenance empl.): 18-mo. agreement covering 1,630 empl—general wage increase of 4% retroactive to April 1, 1965; work wk. for clerical empl. (formerly 40 hrs.) to be 38¾ hrs. eff. in 1965 and 37½ hrs. eff. Jan. 1, 1966; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); modified Rand formula adopted; rate for clerk 1 becomes $55.40 a wk. in 1965; agreement to expire Sept. 30, 1966.

Northern Electric, Montreal, Que.—Northern Electric Empl. Assn. (Ind.) (Unit #1): 2-yr. agreement covering 5,500 empl.—to eliminate incentive classifications, wage increases of 24% increase in base rate, 6¢ an hr. retroactive to March 1, 1965 and 6¢ an hr. eff. March 1, 1966 for incentive empl.; wage increases of 8¢ an hr. retroactive to March 1, 1965 and 8¢ an hr. eff. March 1, 1966 for production empl.; wage increases of 11¢ an hr. retroactive to March 1, 1965 and 11¢ an hr. eff. March 1, 1966 for tradesmen; 2 wks. vacation after 1 yr. of service (formerly 14 mos.) and 4 wks. vacation after 20 yrs. of service (formerly after 28 yrs.); employer to pay 50% of Blue Cross premium; rate for labourer becomes $2.01 an hr. March 1, 1966; agreement to expire Feb. 25, 1967.

Northern Electric, Montreal, Que.—Northern Electric Office Empl. Assn. (Ind.): 2-yr. agreement covering 2,200 empl.—wage increases ranging from $8 to $21 a mo. retroactive to March 1965 and $8 to $21 a mo. eff. March 1966; 2 wks. vacation after 1 yr. of service (formerly after 14 mos.) and 4 wks. vacation after 20 yrs. of service (formerly after 28 yrs.); employer to pay 50% of Blue Cross premium; rate for filing clerk becomes $235 a mo. March 1966; agreement to expire Feb. 25, 1967.

Erratum

In the September 1965 issue, pp. 811 and 813, it was reported that a number of labour organizations were parties to general settlements during August with Ontario-Minnesota Paper and Ontario Paper. The following unions did not sign agreements along with other labour organizations with these companies:

Company	Union
Ontario-Minnesota Paper	IBEW, Firemen & Oilers, Carpenters, & International Operating Engineers
Ontario Paper	Papermakers, IBEW, & Firemen & Oilers

Student Career Decisions

(*Continued from page 920*)

school the following autumn. A final series of supplementary interviews with a smaller number of students is planned for the fall of 1966.

Students are expected to find the questionnaires an interesting and helpful exercise in learning to think systematically about their educational and occupational plans, and the entire survey an opportunity to express themselves about the nature and extent of the assistance they require to make a successful transition from school to work.

Planning and administration of the study is being done with the guidance of an advisory committee made up of senior educational research personnel and representatives of national and regional educational groups. Prior to the survey, provincial deputy ministers of education held briefings for the schol principals taking part.

Employment of Handicapped Persons

Harold Russell, Chairman of the President's Committee on Employment of the Handicapped in the United States, addressed a convention of the Order of Eagles, an international fraternal organization, in Toronto in August. Extracts from his address are reproduced below.

Mr. Russell will be remembered for his role as Homer Parish in the award-winning movie, "The Best Years of Our Lives." He suffered the loss of both hands in an explosion during a training exercise at Camp Mackall in 1944, while acting as a paratrooper instructor.

While in Toronto, Mr. Russell visited the Workmen's Compensation Board Rehabilitation Centre and met with staff and patients.

I think I can best tell you about the handicapped in general by telling you the stories of [two] handicapped persons in specific. They dramatize the whole meaning of opportunity for the handicapped.

I have in mind a brilliant young electronics engineer on the West Coast who supervises a staff of researchers. He is the author of many papers, the holder of many patents. To listen to him, you know you are face-to-face with a genius. He is in a wheelchair. He is so completely paralyzed by polio that he can barely feed himself. Someone else has to hold the books and memos he has to read; he can't handle them himself.

Do you know what this man does when he goes home at night? He doesn't do what you and I do—have a nice dinner and relax by the TV set, or with our circle of friends. He gets into an iron lung at night. And he stays there until the following morning. That's why he is alive today.

Handicapped? Physically, yes; but in terms of ability, a definite no.

I also have in mind an employee in a shoe factory in Pennsylvania. He happens to be mentally retarded, so much that he has never learned to read or write.

His job is to take a strip of leather, place it into a metal jig, insert a couple of tacks—and presto, it comes out a neat bow for women's shoes. It's a routine job, performing the same operation hundreds of times every day. You and I wouldn't like it. But this job is his life; he reached upward for it, and he is proud of it.

Now, the shoe factory spent some $300 to develop the metal jig. This young man used it a while, but found it wasn't accurate enough. The leather slipped. And so he took a slab of wood, 24 cents worth of nails and thumb tacks, and built himself another jig far more accurate than the one costing $300. That's the one he's using now.

Handicapped? Mentally, yes; but in terms of ingenuity, not at all. . . .

Now these people—and millions more like them—wear the tag "handicapped." Is that the right tag? Are they really handicapped on the job?

I think not. Their handicaps haven't kept them from functioning. They are earning every penny of their pay. They are brilliant successes. . . . Although they may be physically handicapped, or mentally handicapped, they are not vocationally handicapped. And that's what counts. They are not vocationally handicapped.

There you have an important distinction—one that makes all the difference between job equality or job inequality for the handicapped. The big question is: What kind of handicap? A physical or mental handicap shouldn't keep a man or woman from working; but a vocational handicap might.

Basically, the handicapped are no different from anybody else. They are human beings with the full range of human talents—a fact that some people seem to forget. But, because they are handicapped, many of them try harder. Many have that extra special motivation that drives them to success.

A vast survey by the Department of Labor in the United States showed that the handicapped have a five per cent better safety record than the able-bodied, and even outproduce the able-bodied. . . .

Another survey of employees by Prentice-Hall Publishing Company showed that the handicapped ranked higher than the able-bodied in job safety, in job stability, in morale, in ability to get along with fellow workers. . . .

The du Pont Company studied the records of 1,000 handicapped employees and found that they generally ranked above the able-bodied in production, attendance and safety.

The U.S. Chamber of Commerce and the National Association of Manufacturers made a study of 279 businesses, and learned that the handicapped had superior safety records and superior attendance records.

All of which boils down to this: The handicapped have abilities and they have motivation. All they need is the chance to prove it—the same chance anybody else would have. . . .

Employment and the Older American Worker

U.S. Department of Labor report on unemployment difficulties encountered by older workers analyzes age discrimination in various forms

A great deal of attention throughout the Western world has been given in recent years to older workers and their effective utilization in the labour markets of the countries concerned. Many studies have been made. Much has been written. The most recent and perhaps the most comprehensive analysis of the employment difficulties of older workers yet made, has been completed by the U.S. Department of Labor.

The report of these studies by the Secretary of Labor to Congress was made in June 1965. The complete report is in two volumes: one, the Secretary's report, and two, the descriptive outline of the research involved. The two documents were presented under the title, "The Older American Worker." As a considerable part of the findings are applicable in Canada, they should be of interest to Canadians.

The report analyzes age discrimination in its various forms. It states that the most closely related kind of discrimination, in the non-employment of older workers, involves their rejection because of assumptions about the effect of age on their ability to do a job when there is no basis for these assumptions. This was considered as "arbitrary discrimination."

Malice and Thoughtlessness

Another type of discrimination described is that kind of "discrimination" which results when an employer turns an older man or woman away, not because of concern about the individual's ability to perform the work, but because of malice toward programs and practices actually designed to protect the employment of older workers while they remain in the work force, and to supply support when they leave it, or are ill.

The "discrimination" older workers have most to fear, the report continues, is not from employer malice or thoughtlessness but from the ruthless interplay of impersonal forces—most of them part of what is properly, if sometimes too casually, called "progress."

Discrimination in employment based on race, religion, colour or national origin is accompanied by, and often has its roots in, prejudices that arise outside the sphere of employment. As the report points out, there exists against older persons no such prejudices to be carried over into the sphere of employment. The element of intolerance that looms so large in the existence of attitudes between groups, assumes minimum importance in the case of older people.

Nor did the studies show evidence of prejudice based on dislike or intolerance of the older worker. The issue of discrimination was found to revolve around the nature of the work and its rewards in relation to the ability or presumed ability of people at various ages, rather than around the people themselves.

No Age Discrimination

The report states also that the United States Federal Government has adopted a broad and effective policy of non-discrimination on the basis of age so far as its own employment policy is concerned, and has extended this principle to cover Government contractors. The U.S. Government's own established policy of hiring on merit through Civil Service procedures, without regard to age, is of long standing. Retirement age is 70, with occasional exceptions.

The studies showed that the health factor differs between older and younger workers. A particular worker may develop a health problem that limits his availability for a variety of jobs. If it is the kind of health problem that is more likely to be serious among older workers, then older workers affected by it are more likely to be rejected for certain jobs on this account.

According to the report, the educational attainment of older workers—or the inadequacy of it—is often a bar to their employment for specific kinds of work, either because of inability to meet specific job requirements or employer preferences, or because younger workers meet them better.

It also points out that, despite rapid technological changes, many older workers obtain new employment, indicating the value that employers place on their experience, capacities and stability. Those with inadequate education were found to have far less success in obtaining work than those who were well prepared.

Various aspects of the studies will be described on this page in subsequent issues of the LABOUR GAZETTE.

Women Workers Discussed at ICFTU Congress

For first time since the International Confederation of Free Trade Unions was founded in 1949, its World Congress included discussions on the aims and special needs of women workers

For the first time since the International Confederation of Free Trade Unions (ICFTU) was founded in 1949, its World Congress, held in Amsterdam last July, included on the agenda a discussion of women workers' questions.

On introducing the report on that subject as a basis for discussion, the chairman of ICFTU/ITS women's committee outlined the aims and special needs of women workers saying, "maternity and health must be be protected, discrimination eliminated from salaries, promotion and other conditions of work, with the same determination as applied to the fight against racial discrimination and other prejudices."

The idea to establish a women's committee was conceived at the first international summer school for women trade unionists organized by ICFTU in France in 1953. After consultation with the International Trade Secretariats (ITS), a permanent committee was set up and held its first meeting, May 1957.

The three fields of activity then projected were: organization, education and propaganda, and economic and social questions. Membership was initially confined to European countries with corresponding members being added periodically until 1963, when the Vienna Conference brought together 62 women trade unionists from all over the world. The present committee has 25 executive members representing nine countries, and 11 members representing International Trade Secretariats. It keeps close contact with 22 corresponding members.

In the early stages of its existence, the committee set out to encourage organization of women within free trade unions, to fight against all discrimination based on sex, and to promote the training of women for active participation in trade union responsibilities, as well as to give voice, on an international level, to the views and problems of women workers.

On several occasions the committee recommended that ICFTU take steps to increase representation of women in courses that it organizes, by putting women's questions into the curriculae and appealing to participating organizations to nominate women candidates. Limited success, however, led to the development of a co-ordinated training program for women trade unionists organized by ICFTU, but the report emphasized that these courses could not succeed without adequate appreciation and understanding of women's problems by male union leaders. The growing participation of women in the labour force and trade unions was demonstrated by the fact that in 1957, nine ICFTU affiliates had women's committees, and the number had grown to 21 by 1965.

The views of these 21 women's committees, representative of women workers all over the world, were presented in a two-part program—"The Charter of the Rights of Working Women" (see page 912) and a document on "The Free Trade Unions and Women Workers." The 16-point charter seeks recognition of the fundamental rights of women as workers—equal pay and the educational and vocational training that will enable them to get it; recognition of the right to work and contribute to the economic development of their country; recognition of maternity protection as a necessary obligation of society as a whole, rather than an opportunity to deny women equal conditions of work and employment.

The document, based on the same principles as the charter, further defines the role and place of women in the trade union movement, and is intended as a guide to its implementation.

Discussion of the report revealed some significant observations and recommendations: that women have the right to work and to vocational training, even during periods of economic recession; that women do responsible work and occupy leading positions in the trade unions equally with their male colleagues; that problems of women workers could not be properly dealt with by predominantly male committees; that heads of families should provide the same training opportunities for their daughters as for their sons.

Adoption of the charter along with the document was unanimous, resulting in a resolution calling on all free trade union organizations, in their turn, to study the problems of women workers, and take all possible steps to resolve them and assert the claims of women workers, as set forth in the program that is in the charter of Rights of Working Women and in the document on the Free Trade Unions and Women Workers.

TEAMWORK in INDUSTRY

Joint consultation through labour-management co-operation committees might be new to some companies, but for John Labatt Ltd. (Labatt's Ontario Breweries Ltd.) such co-operation is "old hat". That company's London, Ont., plant has had a labour-management committee since 1942.

Originally formed to "provide a regular two-way channel of communication between management and labour, and additional opportunities for discussion and exchange of views on company policies and operations affecting employees", Labatt's committee soon assumed a dual-capacity role. (A dual-capacity committee serves two functions. It acts as a regular labour-management joint consultation committee, and its members also handle grievances and other union contract problems.)

Because of this dual capacity, the employee committee members are also the executive and shop stewards of their union, the National Brewery Workers Local 1 (London). The company accepted unionism in 1907.

Less Resistance

Al Brash, plant general manager and committee chairman, says that he has found the committee assisted management because: "There is less employee resistance to change. The employees feel part of the operation and can give valuable information to management. There is the problem, though, that the employees in turn want more information from management than it is able to provide."

Gordon Jack, Labatt's executive assistant, added: "This joint committee has contributed greatly to the establishment of mutual understanding. Its dual capacity, it seems to me, has eliminated employee withdrawal practices and enabled us to continue meeting competition."

Harry Fraleigh, president of Local 1 and vice-chairman of the committee, notes that the committee provides "a direct line of communication between labour and top-level management. Without this ability to talk things over, small matters could get out of proportion. This way we have mutual respect for each other's problems."

(Mr. Fraleigh has just been appointed to the Board of Governors of the University of Western Ontario in London, the first labour man appointed to that board.)

Mr. Fraleigh added that the committee's dual-capacity role has "tremendous advantages. During the life of the agreement we can discuss the pros and cons of certain segments of the contract and then, when negotiation time comes, we are all familiar with the problems we want to discuss."

Employee Retraining

Management and employees at Procor Ltd. of Oakville, Ont., have each accepted responsibility for the upgrading and retraining of employees.

Thanks largely to the work of A. J. Paul LaPrairie, Procor's manufacturing division manager, four training schemes are now in operation.

Four years ago the company started an upgrading course to train employees as welders. As Procor is Canada's biggest builder and lessor of railway tank cars, and a leading metal fabricator, 40 per cent of the employees are welders. The training program was so successful that earlier this year an upgrading program was started for blueprint reading. This fall the company is planning a further course in drafting and English, and another called A Tech I, which covers exactly the same courses that are taught in technical institutes.

Mr. LaPrairie states that Canada is not short of manpower but of "skillpower". He maintains that it is the responsibility of governments to give adequate initial education; the responsibility of industry to provide upgrading and training for employees; and the responsibility of employees to keep improving their knowledge to meet technological changes.

The employees are represented by the International Brotherhood of Boilermakers and Shipbuilders, CLC, Local 128. The company has had a labour-management co-operation committee since 1962.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held no meeting in August. During the month, the Board received 16 applications for certification and allowed the withdrawal of two applications for certification.

Applications for Certification Received

1. Canadian Merchant Service Guild, on behalf of a unit of deck officers employed aboard the vessel *Liquilassie* owned by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

2. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a system-wide unit of locomotive engineers employed by Canadian National Railways, Montreal, Que. (Investigating Officer: G. A. Lane).

3. International Longshoremen's & Warehousemen's Union, Local 518, on behalf of a unit of wharf freight handlers employed on the Vancouver wharves by the Canadian Pacific Railway Company. (Investigating Officer: J. D. Meredith).

4. International Union of District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed personnel employed by North shipping and Transportation Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

5. International Union of District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of licensed personnel of North Shipping and Transportation Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

6. Canadian Television Union (Syndicat Canadien de la Télévision), on behalf of a unit of employees of the Canadian Broadcasting Corporation (Investigating Officer: R. L. Fournier).

7. Canadian Marine Officers Union on behalf of a unit of marine engineers employed by Quebec Cartier Mining Co., Port Cartier, Que. (Investigating Officer: R. L. Fournier).

8. Canadian Marine Officers Union, on behalf of a unit of marine engineers employed by Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

9. Canadian Union of Public Employees, on behalf of a unit of office employees employed by The Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: S. Emmerson).

10. Le Sydicat National des Débardeurs de la Baie des Ha! Ha! Inc., on behalf of a unit of seamen employed by Saguenay Terminals Limited, Port-Alfred, Que. (Investigating Officer: R. L. Fournier).

11. Canadian Marine Officers Union, on behalf of a unit of licensed engineers employed by Midlake Steamship Limited, Chatham, Ont. (Investigating Officer: R. L. Fournier).

12. Building Service Employees Union, Local 298, on behalf of a unit of cleaning employees, servicing the CBC Building, Montreal, employed by Les Services Ménagers Roy Limitée, Montreal, Que. (Investigating Officer: R. L. Fournier).

13. Canadian Maritime Union, on behalf of a unit of unlicensed personnel aboard SS *Michipicoten* purported to be employed by Providence Shipping Company, Limited, with The Algoma Central & Hudson Bay Railway Company, Sault Ste. Marie, Ont. as operating agent (Investigating Officer: S. Emmerson).

14. United Steelworkers of America, on behalf of a unit of missile research employees employed by Pan American Airways Inc., at Fort Churchill, Man. (Investigating Officer: C. Arthur Frey).

15. Transport Drivers, Chauffeurs, Warehousemen and Helpers, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Delson Transport Limited, Delson, Que. (Investigating Officer: R. L. Fournier).

16. Canadian Marine Officers Union on behalf of a unit of marine engineers employed by Carryore Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

Applications for Certification Withdrawn

1. Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and National Harbours Board, Quebec, Que., respondent (L.G. July, p. 638).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bolduc Explosives Transport Limited, Nipissing Junction, North Bay, Ont. (Investigating Officer: S. Emmerson). (L.G., Sept., p. 815).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: Sydney Emmerson).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 404 of the Office Employees International Union (Conciliation Officer: T. B. McRae).

4. Kingsway Freightlines Limited, Calgary, Alta., and Local 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

5. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764 of the International Association of Machinists (Conciliation Officer: D. S. Tysoe).

6. Co-operative de Transport Maritime et Aerien, Cap-aux-Meules, Iles de la Madeleine, Que., and Locals 15405 and 15410, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier).

7. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

America (Conciliation Officer: Sydney Emmerson).

8. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 91, 141, 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (maintenance agreement) (Conciliation Officer: T. B. McRae).

9. Autobus Yvan Levis Ltee, Chomedey, Que., and Local 903 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

Settlements Reported by Conciliation Officers

1. Zenith Transport Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith) (L.G., July, p. 639).

2. Compagnie Nationale Air France, Montreal International Airport, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 735).

3. The British Yukon Navigation Company Limited, North Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 639).

4. The Lake Erie Navigation Company Limited, Walkerville, Ont., and Seafarers' International Union of Canada (Conciliation Officer: W. M. Dempster) (L.G., June, p. 526).

5. National Harbours Board, Port of Saint John, N.B., and Federal Union No. 24 of Saint John (CLC) (Conciliation Officer: H. R. Pettigrove) (L.G., April, p. 342).

6. Bicknell Freighters Ltd., Calgary, Alta., and Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith) (L.G., Sept., p. 820).

7. Veilleux Transport Inc., East Angus, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier) (L.G., Sept., p. 820).

8. Canadian Arsenals Limited (Small Arms Division) Long Branch, and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., Sept., p. 820).

9. La Compagnie Radiodiffusion CKCH de Hull (Limitée) and Le Syndicat de l'Industrie de l'Imprimerie, Hull-Ottawa, Section CKCH (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 49).

Conciliation Boards Appointed

1. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man. and the International Association of Machinists (L.G., July, p. 639).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Aug., p. 735).

3. Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd.; Clarke Steamship Company Limited and Albert G. Baker Limited, and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 526).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 251) was fully constituted in August with the appointment of G. R. Currie of Vancouver, B.C., as Chairman. Mr. Currie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, John Groves Gould and J. Whiteford, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in June to deal with a dispute between CKCV (Quebec) Limitée, Quebec City; and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 735) was fully constituted in August with the appointment of Professor Andre Desgagne of Quebec City, as Chairman. Professor Desgagne was appointed by the Minister on the joint recommendation of the other two members of the Board, Claude Lavery of Montreal, and Charles Cimon of Quebec City, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and Flin Flon Base Metal Workers' Federal Union No. 172, and seven international craft unions (L.G., Sept., p. 820). The texts of the reports are reproduced here.

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 742 of the International Brotherhood of Electrical Workers (L.G., Sept., p. 820). The text of the report is reproduced here.

3. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (L.G., Sept., p. 820). The text of the report is reproduced here.

4. Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (L.G., Sept., p. 820). The text of the report is reproduced here.

5. The Cumberland Railway Company (Sydney and Louisburg Division) Montreal; and Brotherhood of Railroad Trainmen (L.G., Feb., p. 138). The texts of the reports are reproduced here.

Settlements Reached after Board Procedure

1. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council.

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 742 of the International Brotherhood of Electrical Workers.

3. North American Elevators Limited and Syndicat catholique et national des debardeurs de Sorel, inc. (L.G., June, p. 527).

Settlement Reached before Board Fully Constituted

National Harbours Board, Port of Quebec, and Local 529 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 425).

Dispute Lapsed

Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 821).

Settlements Reached by Mediation after Strike

1. United Grain Growers Ltd.; Pacific Elevators Limited, Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Aug., p. 736). Employees returned to work on August 16.

2. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., Aug., p. 736). Employees returned to work on August 10.

Settlement Reached during Board Procedure

TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists (L.G., June, p. 526).

Report of Board in Dispute between

Hudson Bay Mining and Smelting Co., Limited
and
8 Unions

The Board held its meetings in Flin Flon, Man., on August 16, 17, 18 and 19. Joint and separate meetings were held with company representatives and those of the union. Having been unable to bring the parties together so that a collective agreement could be signed, the Board met on August 18 and 19 to consider its report.

When negotiations between the parties first began, the unions raised a large number of matters on which they requested action by the company. Many had been disposed of before the appointment of the Board, with the result that matters before the Board had been reduced to eleven. They are:

1. Union security
2. Increase of wage rates
3. Welfare plans
4. Definition of what constitutes a "vacancy"
5. Adjustment of disputes
6. Definition of work week
7. Reporting in when absent through illness or on workmen's compensation
8. Retroactivity
9. No. 3—Welfare plans—definition of hazardous work
10. Bill C—126, Snow Lake Agreement
11. Tank house bonus for strippers.

The Board heard representations and had discussions concerning the eleven items, and gave special consideration to the four discussed below.

1. Union Security

During discussions with the parties, it became clear that the most difficult and, in the minds of the parties, the most important matter at issue was that of union security. Under Article XVII of the recent collective agreement, a voluntary checkoff of union dues, revocable by each employee within 15 days of the signing of a new agreement, has been in force. The unions are asking for the adoption of a modified Rand formula, by a clause to read as follows:

> The company during the life of this agreement, shall deduct, as a condition of each employee's continued employment, a sum equal to the union's monthly dues, as established by the bylaws of the union concerned, and remit same to the financial secretary of said union.

The company is unwilling to accept this proposal, its objection being based on the principle that employees should not be compelled to join or support a union, and that the company should not be a party to compulsion for this purpose.

In the opinion of this Board, the unions place so much importance upon obtaining an acceptable union security clause that, unless this issue is resolved, there is no likelihood that a collective agreement can be reached by negotiation. The Board was unable to bring the parties into agreement on this issue.

In the unusual circumstances that have developed at Flin Flon, the Board understands the company's reluctance to modify its position on the matter of principle. Nevertheless, in the light of experience with union security provisions in collective agreements in industry over the last 15 to 20 years, it is our view that their usefulness under responsible union leadership has been proved. We recommend that, as a fair and reasonable provision in this case, the unions' request be accepted, subject to the condition that before voting to ratify or reject any proposed new agreement to settle the present dispute, each member be given a full explanation of the purpose and effect of the clause.

2. Wage Increases

A second important issue between the parties is that of wages. Under this heading, the request by Federal Union No. 172 is for a 2-year agreement with a flat 20 cents an hour increase in the first year, beginning April 16, 1965 and a further 15 cents an hour increase commencing April 16, 1966. The request of the craft unions is for a 2-year contract, with a 15 per cent increase in the first year, and a further increase over the rates resulting therefrom of 10 per cent in the second year.

The company is opposed to flat increases across the board. It offered an increase to all affected employees of 6 per cent, with a further increase on the wages resulting therefrom, of 4 per cent from April 16, 1966.

The Board agrees that a percentage increase is in general more equitable than a flat rate increase, but believes that some additional increase to first class tradesmen is justified at this time, over and above any general increase that may be granted.

In our view, increases of 15 per cent and 10 per cent to members of the craft unions would place them on a level substantially above the level now found in competitive mining industry. The company's proposal that was stated to have been accepted by one of the craft unions, would place them on a level closely in line with that prevailing in other companies. However, we consider that for the year commencing April 16, 1966 it would be reasonable for the company's proposed increase to be raised to some extent. We therefore recommend that an increase of 6 per cent be granted, retroactive to April 16, 1965 with a further increase of 5 per cent on the wages resulting therefrom, on April 16, 1966. We further recommend an additional three cents an hour increase from date of ratification of the collective agreement for all craftsmen at the level of first class tradesman or higher.

During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and the following unions: Flin Flon Base Metal Workers' Federal Union No. 172; International Association of Machinists, Flin Flon, Lodge No. 1848; International Brotherhood of Electrical Workers, Local Union No. 1405; International Brotherhood of Electrical Workers, Local Union No. 1598; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local Union No. 451; United Brotherhood of Carpenters and Joiners of America, Local Union No. 1614; Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 1497; and International Union of Operating Engineers, Local Union No. 828.

The Board was under the chairmanship of Hon. Mr. Justice C. Rhodes Smith of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., Winnipeg, and Harry Waisglass, Toronto, nominees of the company and unions, respectively.

The report of the Chairman and Mr. Waisglass constitutes the report of the Board. A minority report was made by Mr. Monk.

The text of the majority and minority reports are reproduced here.

3. Welfare Plans

A third issue to which the unions attach considerable importance is that relating to the existing welfare plans. The provision hitherto in the agreement is Article XIII, which reads:

> The company agrees to continue, in accordance with the terms of the present agreements, its support of the welfare plans now available to employees, namely:
>
> Apprentice plan
>
> Vacations-with-pay plan
>
> Group life insurance
>
> Retirement pension plan
>
> Non-occupational accident and sickness benefit plan
>
> Hudson Bay Mining Employees' Health Association
>
> Hudson Bay Mining Employees' Death Benefit Plan.

In order that the position of a bargaining agent may be clear, the following provisions of the Industrial Relations and Disputes Investigation Act are quoted.

> Section 2(1)(d) "Collective Agreement" means an agreement in writing between an employer or an employer's organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on the other hand, containing terms or conditions of employment of employees including provisions with reference to rates of pay and hours of work.
>
> Section 10 (in part): 10. Where a trade union is certified under this Act as a bargaining agent of the employees in a unit (a) the trade union shall immediately replace any other bargaining agent of employees in the unit and shall have exclusive authority to bargain collectively on behalf of employees in the unit and to bind them by a collective agreement until the certification of the trade union in respect of employees in the unit is revoked.

From these provisions, it is clear that a certified bargaining agent has exclusive authority to bargain collectively on behalf of the employees in the unit for which it is certified, and to conclude a binding collective agreement as defined. A collective agreement is defined as one containing terms and conditions of employment. Thus, a certified bargaining agent has exclusive authority to bargain on behalf of employees in respect of matters involving terms and conditions of employment. The welfare plans presently in operation within the company involve terms and conditions of employment, and changes in them are, therefore, subject to bargaining between the company and the bargaining agents of the employees.

The unions have expressed concern that Article XIII does not afford adequate protection to the employees under these plans, particularly since several of them contain provisions that the company may unilaterally change or discontinue the plan, or withdraw from the plan, or discontinue its contributions thereto. The company proposes that Article XIII be continued as hitherto worded.

We are satisfied that both the company and the unions desire these plans to continue and consider them to be highly beneficial. Having in mind the statutory provisions above referred to, and in order that any doubts may be removed, we recommend that a new Article XIII be substituted for the present one, to read:

> The company and the employees agree that they will continue their contributions to and support of the undermentioned welfare plans that are now available to employees, at the level presently subsisting, unless and until a change may be made by agreement between the parties hereto:
>
> Apprentice plan
>
> Vacations-with-pay plan
>
> Group life insurance
>
> Retirement pension plan
>
> Non-occupation accident and sickness benefit plan
>
> Hudson Bay Mining Employees' Health Association
>
> Hudson Bay Mining Employees' Death Benefit Plan.

4. Definition of "Vacancy"

A fourth issue to which the unions attach considerable importance is number 4 in the list of 11 items given early in this report: the definition of what constitutes a "vacancy." The problem here has to do with the bulletining or not bulletining of a position that has become available. The real issue is that for certain employees a good deal of money may be at stake. A miner working at a good face may be able to earn quite large amounts of bonus money. If he is moved to a poorer working spot, his bonus earning may be greatly reduced. Again, if a junior miner is sent to a good spot, without another miner who has greater seniority being given a chance to apply for the job, the senior miner feels aggrieved. On the other hand the company must have the general right to allocate its work force. From the information given to us no perfect solution is possible, but it may be feasible to reduce considerably the causes and cases of complaint.

We recommend that the company and the union study and discuss together the various aspects of this problem with a view to ensuring that, as far as possible, opportunities for employment and bonus earnings will be equitably apportioned.

Other Seven Items

By reason of the complexities in the situations found to exist, it would be difficult for us to reach conclusions readily at this time concerning the other seven matters at issue.

In our view, if the major items discussed above are settled satisfactorily, the remaining issues can be resolved without much difficulty, and will be resolved best by direct negotiations between the parties.

Dated at Winnipeg this 21st day of August, 1965.

(*Sgd.*) Harry J. Waisglass,
Member.

(*Sgd.*) C. Rhodes Smith,
Chairman.

MINORITY REPORT

Subject to my comments in relation to the union security and increase of wage rates hereinafter set forth, I agree with the foregoing report of Mr. Justice Rhodes C. Smith and Mr. Harry Waisglass.

1. Union Security

Both parties regard this issue as of the utmost importance in these negotiations. The evidence before the Board indicated that up to the present time, union members have had a check-off of dues that was revocable by the member if membership in the union was not accepted, or at any time within 15 days of signing of a new collective agreement, or from the renewal of an existing agreement. It appeared from the evidence that during the term of the last collective agreement, the dues of members of Union 172 were raised from $2.50 to $3.50. The company has approximately 2,600 employees. More than 1,600 are in the bargaining unit that has Union 172 as its agents. Another 500 employees are members of trade or craft unions, and approximately 500 employees are not in any bargaining unit.

After the dues were raised, the Local Union 172 was able to obtain a deferment allowing it to temporarily collect dues of $3. The deferment has expired. During the period of the deferment, the union was able to obtain from approximately 75 per cent of its members authority to deduct dues at the rate of $3 a month. The union has not yet attempted to obtain authority for deduction of the full dues from its members, and it was indicated to the Board that it was expected that there would be difficulty in obtaining this authority.

The company's objections to the union request for security in the form set forth in the union's brief was based on two grounds: firstly, the company thought that an employee should not, as a condition of employment, be compelled to join a union or pay its dues; and secondly, in requesting the Rand formula with dues at $3.50 to be deducted as aforesaid, the union was requesting the company to take a part in obtaining from the employees dues of $3.50 before the Local Union 172 had obtained the consent of the local members.

It is my view that Union 172 should demonstrate that it can raise its dues to $3.50 and maintain as members a substantial proportion of the employees in the unit for which it is certified, before union security in the form of the Rand formula is granted by the company.

I would, therefore, recommend:

(a) That affected employees be immediately notified by the Local Union No. 172 publicly of the new amount of its union dues.

(b) That each member of the said union have the privilege of revoking his check-off authority within 15 days of such notification.

(c) That the check-off in the form presently in effect be continued for the balance of the agreement.

2. Wage Increases

In my view, an increase of 5 per cent in the second year of the contract would raise the level of wages paid by the company above those paid in comparable plants in the industry. I would, therefore, recommend that an increase of 6 per cent retroactively to April 16, 1965 with a further increase of 4 per cent on the wages resulting, therefrom, on April 16, 1966. I would further recommend an additional three cents an hour increase from the date of ratification of the collective agreement for all tradesmen who are currently receiving a rate of $2.71 or higher.

Dated at Winnipeg, the 23rd day of August, A.D. 1965.

(*Sgd.*) Henry B. Monk,
Member Nominee.

Report of Board in Dispute between

Atomic Energy of Canada Limited

and

International Brotherhood of Electrical Workers

A Board of Conciliation met with the parties in Ottawa, Ontario, on August 19, 1965.

B. Cochrane and W. S. Roach presented the claims of the Union, accompanied by four other members of a negotiating committee.

The company was represented by six officials. Clifford Adams, Q.C., acted as counsel, and was assisted in active negotiation by Dr. G. O. Baines and K. K. Watson.

The matters remaining in dispute were:

Duration of agreement
Wages
Overtime
Sick Leave
Vacation
Rand Formula
Classification
All items to be retroactive

The local representing these employees had until this year been represented by the Allied Council. This was the first period to be covered by their own agreement with the company.

The settlement reached with the Allied Council naturally influenced this group. In fact, only two items remained contentious. One was a request for the reclassification of electricians and the other the Rand Formula. In view of the lack of success in obtaining a change in union security with the Allied Council, this request was soon recognized as unobtainable. Reclassification, however, remained of vital concern. The company remained adamant to any proposal in this area, claiming that the change in provisions in the Allied Council agreement as to classifications permitted the problem to go to arbitration.

The end result developed this pattern for total settlement:

The wage increases were patterned after those in the Allied Council agreement but are here shown in the actual hourly wages that will prevail.

"The parties hereto agree to accept and recommend to their membership a collective agreement to expire March 31, 1967, based upon the following:

1. The relevant provisions of the collective agreement between the company and the Atomic Energy Allied Council which were in effect prior to this date will be incorporated as well as items settled prior to August 19, 1965.

2. The wage rates will be as follows:

	From April 1, 1965	From Dec. 1, 1965	From Aug. 1, 1966
Instrument mechanic	2.87	2.97	3.07
Electrician	2.81	2.91	3.01
Instrument mechanic (2nd c)	2.76	2.86	2.96
Electrician (2nd c)	2.68	2.76	2.84
Instrument wireman (1)	2.38	2.45	2.52
Instrument wireman (2)	2.27	2.34	2.41
Helper (1)	2.06	2.11	2.16
Helper (2)	2.01	2.05	2.09

The amount to be paid from April 1, 1965 is applicable to those on the payroll on date of signing, and is to be paid for straight hours worked.

3. Items 4 to 10 on the attached typewritten sheets represent amendments to the former collective agreement which are to be incorporated.

4. It is understood that the union in complying with the chairman's recommendation to withdraw their request for re-evaluation of the job of electrician is doing so with the intention of pursuing their objective by means of the grievance procedure leading to arbitration."

Items 4 to 10 referred to are as contained in the Allied Council memorandum of agreement and need not be repeated in this report.

The chairman is authorized by his fellow members to state that the foregoing would be their uanimous recommendation for settlement.

Dated at Windsor, Ontario, this 26th of August, 1965.

(*Sgd.*) J. A. Hanrahan,
Chairman.

During August, the Minister of Labour received the reports of the Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and Local 742 of the International Brotherhood of Electrical Workers.

The Board was under the chairmanship of J. A. Hanrahan of Windsor. He was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

Report of Board in Dispute between

Atomic Energy of Canada Limited
and
Atomic Energy Allied Council

A Board of Conciliation met with the parties in Ottawa, on August 17, 18 and 19, 1965.

At the meeting the council was represented by 29 officials of the 10 unions involved. Alex Reith of the International Association of Machinists presented the brief, and together with A. E. Dawson, President of the Council, and W. England of the Canadian Labour Congress, acted as a negotiating subcommittee throughout the proceedings.

Clifford Adams, Q.C., presented the company's position on the matters in dispute. The company representatives numbered six. Dr. G. O. Baines and K. K. Watson were the active negotiators with the Board.

The matters referred to the Board as remaining in dispute were:

1. Medical Plans
2. Welfare Plans
3. Vacations
4. Work Week
5. Overtime
6. Wages
7. Classification upgradings
8. Sunday premiums
9. Job write-ups
10. Union security.

The Board received noteworthy cooperation from those acting for the parties. The chairman wishes to acknowledge gratefully the substantial contributions made to the final result by his fellow members.

The first day's hearing ended at 10.00 p.m., the second day's at 11.15 p.m. We commenced the third day at 8.30 a.m. and concluded at noon.

In the effort to develop a package pattern that would resolve all matters in dispute, most difficulty was encountered in dealing with wages, vacations and union security. The last item remained a contentious issue until the end. The union sought the Rand Formula. The Board's attempted compromise was to secure deletion of the present escape clause.

Because of the result finally obtained, it is unnecessary to detail the various steps taken by the Board. In the area of wages the parties had ended the conciliation officer stage with 1 cent per hour separating them. The company had offered 12 cents for the first year, with 11 cents for the second year. The conciliation officer recommended 12 and 12. This pattern was later submitted to the membership, and it was stated the negotiating committee members were criticized for considering settlement on that basis.

The Board decided on a new approach, with the increases arranged in three steps. This opened with the council asking for a thirty cent increase for the top group, in three 10-cent advances at eight-month intervals. The company resisted this as a quite unsupportable demand. Most of the two days was occupied in attempting to close this gap, not only concerning rates for those in the top group but in the four lower groups as well.

The final pattern acceptable to both parties in the total settlement, evolved as follows:

"The parties hereto agree to accept and to recommend ratification by their principals of the following in settlement of all matters in dispute:

(1) To renew their former collective agreement for a period expiring March 31, 1967, with only the following changes:

(2) To include all matters settled by the parties prior to the hearing before the conciliation board.

(3) *Wages:*

Groups	From April 1, 1965 Cents	From Dec. 1, 1965 Cents	From Aug. 1, 1966 Cents
1-4	10	10	10
5-8	8	8	8
9-12	7	7	7
13-15	6	5	5
16-17 and under	5	4	4

The amount to be paid from April 1, 1965 is applicable to those on the payroll on the date of signing and is to be paid on straight hours worked.

During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council.

The Board was under the chairmanship of J. A. Hanrahan of Windsor. He was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

(4) *Medical-Surgical Plan:*

The company is to forthwith review this plan with a comprehensive group from all its Ontario operations with a view to having existing benefits expanded.

(5) *Vacations:*

To be added: 4 weeks after twenty years of completed service and vacation pay based on 8 per cent of earnings.

(6) *Pension Plan:*

This plan is coordinated as follows:

(1) Up to the minimum of the Canada Pension Plan the company will deduct 5 per cent of earnings from each employer and match this contribution;

(2) From the minimum to the maximum (now $5,000) of the Canada Pension Plan, the company will deduct and match 6 per cent of earnings of which 4.2 per cent will go to the company's plan and 1.8 per cent to the C.P.P.

(3) On earnings in excess of the maximum of the C.P.P. the company will continue to deduct and match 5 per cent of each employee's earnings.

(4) All employees who are on strength at the date of signing this agreement and who are 55 years of age and over may contribute up to a further 0.8 per cent of earnings as in 6(2) above to the company pension plan which will be matched by the company.

(5) Employees of 54, 53, 52, 51 or 50 years of age at the date of signing may contribute up to a further 0.6 per cent, 0.4 per cent, 0.2 per cent of earnings respectively—54-53 years (.6 per cent), 52-51 years (.4 per cent), 50 years (.2 per cent) as in Paragraph (2) above.

Section 23.02 is to be revised as follows:

23.01 The wage rates which shall be paid during this agreement for each group and classification are set out in Appendix (B)

23.02(a) It is agreed that there shall be no changes in the rates paid for each group and for each classification as set out in Appendix (b), except as provided hereafter for new or changed classifications. The grouping of new and changed classifications will be determined by the application of the job evaluation plan which forms the basis of the grouping of existing classifications.

New Classifications:

The company will advise the council as to where it intends to group any new classification which may develop, and will carefully consider any alternative proposal which the council may wish to make.

Changed Classifications:

No classification shall be downgraded during the life of the agreement. In the event of an apparent increase in the content of any existing classification the council may present a case for upgrading. The company will give any such proposal its careful consideration.

(b) In the event that the council does not accept the company decision regarding the grouping for a new or changed classification, the matter shall be a subject for the grievance procedures, and if necessary for arbitration.

The above procedure as outlined in 23.02(b) may also be applied to the consideration of any classification for which the council can show that the grouping is demonstrably in error.

Section 2.04:

15 cents to be increased to 25 cents.

(8) It is understood the increase on night shift premiums are to be retroactive to April 1, 1965, applicable to work performed on regularly scheduled shifts.

The same applies to the ten cent premium for regularly scheduled Sunday shifts.

Section 15.02:

After 21 days illness three-day waiting period is to be paid for."

The chairman is authorized by his fellow-members to state the foregoing plan represents their unanimous recommendation for settlement.

Dated at Windsor, Ontario, this 24th day of August, 1965.

(*Sgd.*) J. A. Hanrahan,
Chairman.

Report of Board in Dispute between

Eldorado Mining and Refining Limited

and

Interational Union of Mine, Mill and Smelter Workers (Canada)

The board members met with the parties at Eldorado, Sask., on August 5, 6 and 7. The proceedings included hearing the representations on behalf of the parties, and a sequence of meetings with the parties, jointly and separately, in an effort to conciliate the difference that appeared to exist. This effort was unsuccessful. Accordingly, pursuant to the requirements of the Industrial Relations and Disputes Investigation Act, it is necessary that the Board make recommendations as to a fair and equitable basis for settlement of the dispute.

Matters in Dispute

The term of the collective agreement governing relations between the parties expired March 31, 1965. Of the bargaining proposals first put forward by the union to the company when negotiations commenced, a number had been dealt with and settled between the parties before negotiations reached the stage where the Conciliation Board was required to act. On August 5, at the opening of the Board's proceedings, the following items were agreed upon by the parties before the Board as being those still in dispute and in respect of which the Board's services were required.

Term of Agreement

The agreement that had expired March 31, 1965 was for a three-year term. The union proposed that the new agreement be for a two-year term.

Wages

The union sought wage increases of 6 per cent in the first year of a new agreement and 5 per cent in the second year.

Adjustment of Rates for Certain Classifications

Prior to the appointment of the Board, the parties had agreed upon certain wage adjustments in a number of classifications. Other adjustments had not been resolved. Those that had been agreed upon were:

Underground crusherman—increase of 6 cents an hour.

Mine dryman—increase of 7 cents an hour.

Tool crib attendant—increase of 17 cents an hour.

Chief operator (mill)—increase of 3 cents an hour.

Underground tradesman (premium rate) increase from 5 cents to 12 cents an hour.

Underground hoistman—premium rate of 5 cents an hour.

The Board believes the above is a complete list of the agreed adjustments. If it is not, both parties appeared to be sufficiently in accord on the matter to correct it.

Adjustments still in dispute before the Board:

(a) The union proposed that the hourly rate for tradesman leader be increased from $3.19 an hour to $3.29 an hour, and a new rate of $3.09 be established for all tradesmen holding journeyman qualifications.

(b) Related to these proposed changes was a further proposal that Power Plant Operator I be considered on the same footing as a tradesman holding journeyman qualifications and the rate be increased from the current $2.89 an hour to $3.09 an hour.

(c) Also it was proposed that the classification of Steam Engineer 2nd Class, presently paid $3.19 an hour (the same rate as tradesman leader), be increased to $3.29 an hour, the new rate proposed for tradesman leader.

The proposal further contemplated that any general wage increase obtained on a percentage basis would be applied to the rates for the classifications noted above after these upward adjustments had been made.

Miners Incentive Bonus

The union sought the establishment of a miners' contract committee with authority to negotiate incentive bonus prices or, alternatively, an increase in the basic wage rates of miners to $2.75 in the first year of the new contract, and $3 in the second year, with the establishment of a contract committee of a less authoritative nature.

Work Week and Overtime

The terms of certain provisions of a new collective agreement covering hours of work and overtime had been agreed upon between the parties and, as the Board was advised, reduced to written form. However, there were additional features that remained in dispute. These were:

(a) A proposal that a premium of 20 cents an hour be paid for all time worked between mid-

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During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada).

The Board was under the chairmanship of A. S. Dewar, Q.C., of Winnipeg. He was appointed by the Minister in the absence of a joint recommendation from the two other members of the Board, Alex Harris of Toronto, and Leo Nimsick, M.L.A., of Kimberly, B.C., nominees of the company and union, respectively.

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night on Friday and midnight on Sunday in each week.

(b) A proposal that all overtime after 12 hours of work be paid for at the rate of double time.

(c) The union also proposed that the lunch period for regular day shift employees be reduced from the present one hour to one-half hour, and the quitting time for the regular day shift be advanced one-half hour.

Shift Differential

The union proposed that the present shift differentials of 6 cents (4 p.m. to midnight); 7 cents (7 p.m. to 3 a.m.) and 9 cents (midnight to 8 a.m.) be increased to a uniform 10 cents. In this connection the Board was advised that the 7 p.m. to 3 a.m. shift is no longer worked, and consideration of a differential for it is unnecessary.

Living Allowance

In the expired agreement, the company pays what is described (somewhat inaptly) as a "cost-of-living bonus" of $8 a month to employees who live in Uranium City. All employees do not live there. A large number live in accommodation on the company property approximately six miles from Uranium City. These latter employees receive benefits of subsidized living accommodation or board, or both, and apparently the bonus paid to employees living in Uranium City is an effort to equate the benefits. The union proposal was that the "cost-of-living bonus" be increased from $8 a month to $20 a month.

Severance Pay

The union proposal here was that in the event of a complete closure of the mine and mill at Eldorado, Sask., and the resulting dislocation of the employees, the company should undertake to provide severance pay to those employed at the time of closure on the basis of $10 a month of service, with a maximum payment of $1,000.

This matter of severance pay is linked to the current lack of markets for the company's product, and the fear of the employees that the operation at Eldorado, Sask., might be closed down. So far as the Board could determine, there is no intention on the part of the company at the present time to cease operations. It is engaged in a program of production that extends at least until 1970, according to assurances conveyed to employees in a letter from the mine manager on June 8, 1965.

As already noted, the foregoing eight items constitute the particulars of this dispute. In addition to the points of agreement that had been reached by the company and the union during negotiations, as noted in the above enumeration, certain improvements had been agreed upon in the insurance and welfare plan that applies to the bargaining unit (as it does to all employees of the company) but is not covered by the terms of a collective agreement. This present plan is a contributory one, including hospitalization, sickness and disability insurance, life insurance, and pensions. From the details furnished the Board, it appears that the benefits are unusually comprehensive. The cost of the changes agreed upon was estimated for the Board by the company at approximately 3 cents an hour, split equally between the company and the employees.

The Company's Position

The matters in dispute have been enumerated by setting them out above with reference to the proposals made by the union before the Board. During negotiations between the parties prior to the Board's proceedings, the company had made a certain package offer to the union in respect of these matters. This package was withdrawn by the company before the Board. At the same time, however, the company did indicate its desire to negotiate further with a view to reconciling differences between the parties. For the purpose of indicating what would appear to be the area of difference, it is necessary to set forth the features of this package.

Term of Agreement

The company's position was that any new agreement should be for three years from the date of execution.

Wages

Six cents an hour for all classifications in the first year of a new contract, 5 cents an hour in the second year, and 5 cents an hour in the third year.

Adjustment of Rates for Certain Classifications

The company was prepared to grant the increased rate for tradesman leaders and to have established a new rate for tradesmen with journeyman qualifications. However, it was not prepared to go to the $3.29 and $3.09, respectively, requested by the union, but preferred rates of $3.24 and $3.04. It also took the position there was no reason for increasing the rates for Power Plant Operator I and Steam Engineer 2nd Class.

Miners Incentive Bonus

On February 18, 1959 the company had written a letter to the union in the following terms:

In accordance with recent verbal discussions concerning underground contracts at our operation, I would like to state that certain procedures are in effect whereby a man on underground contract work may discuss with his supervisors and/or the company's contract department, questions concerning calculations of monthly bonus. In the week following the date of distribution of contract statements, the company will set aside one afternoon when two men appointed by the union, two company representatives and one member of the crew con-

cerned may, if desired by the union, meet to discuss questions concerning contract calculations that were not resolved and settled by the procedure now in effect.

The company was not prepared to go further than to continue the arrangement outlined in the letter.

Work Week and Overtime

(a) Premium for Saturday and Sunday. The company's position was that it would consider the payment of a bonus for time worked on Saturday and Sunday for each week, but was not prepared to pay a 25-cent hourly premium. Included as part of the package the company had suggested to the union in earlier negotiations, was a premium of 15 cents and hour for these days.

(b) Overtime. The company position was that all overtime be paid for as at present at the rate of time and one-half.

(c) Lunch period. The company position was that the lunch period remain as at present for regular day shift employees.

Shift Differential

An increase of one cent in the present shift differentials.

Living Allowance

An increase in the present payment of $8 a month to all employees living in Uranium City to $12 a month.

Severance Pay

This was a matter that the company considered was of no importance at the present time in view of the "stretch out" program on which it is now engaged. It preferred to indicate its willingness to consider provision for severance pay in the event of a shutdown by a collateral letter, indicating the basis for such consideration would be one week's pay for each year of service up to a maximum of $500.

Proceedings

After hearing the submissions of the parties at length, and reviewing these submissions with them separately, the Board, in a series of meetings with each party, attempted to close the gap that existed. As a result that gap was considerably narrowed, and the efforts, although unsuccessful in producing agreement, were of great assistance to the Board in arriving at a basis on which it is considered recommendations can be made as to a fair and equitable adjustment of the dispute that both parties should find acceptable.

RECOMMENDATIONS

Term of Agreement

A new agreement to be effective September 1, 1965.

Wages

(a) An increase of 8 cents an hour effective September 1, 1965.

(b) A further increase of 8 cents an hour effective September 1, 1966.

(c) A further increase of 7 cents an hour effective September 1, 1967.

(d) Provision for a lump sum settlement of $60 in lieu of retroactive pay for the period April 1, 1965 to the effective date of a new agreement. This sum to be prorated to the nearest half-month for employees hired after March 31, 1965, and payable only to employees still employed on the effective date of a new agreement.

Adjustment of Rates for Certain Classifications

Adjusted rates for those classifications still in dispute to be as follows:

Tradesman leader—$3.25 an hour.
Tradesman with journeyman qualifications—$3.05 an hour.
Steam Engineer, 2nd Class—$3.25 an hour.
Power Plant Operator I—$2.91 an hour.

The general wage increase recommended in item 2 above shall be applied to these adjusted rates.

Miners Incentive Bonus

A new agreement to contain a provision as follows:

Any dispute regarding the application of incentive rates or standards as posted may be referred by the employee concerned to his shift boss. Failing satisfactory agreement, the employee, accompanied by two other mine department employees designated by the union, if he so desires, may take the matter up with the mine superintendent. Any such decision shall not be subject to the grievance procedure.

Work Week and Overtime

(a) A weekend premium or differential of 15 cents an hour to be paid for each standard hour of work (i.e. not overtime hours) between midnight on Friday and midnight on Sunday in each week. This to apply only to employees regularly scheduled to work shifts between midnight on Friday and midnight on Sunday in each week.

(b) No provision for double-time rates for overtime after 12 hours.

(c) No change in provision re lunch period.

Shift Differential

A shift differential of 9 cents an hour to be paid in respect of time worked on shifts commencing at 4 p.m. and midnight.

Cost-of-Living Bonus

Effective September 1, 1965 an allowance, to be termed "local allowance", of $16 a month to residents in Uranium City, be paid to all employees residing there. In addition, in lieu of retroactivity, a lump sum settlement of $40 to be paid in respect of this item to employees residing in Uranium City on the effective date of the new agreement. This payment to be pro-rated to the nearest half month for employees who have taken up residence in Uranium City since March 31, 1965.

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Severance Pay

Provision to be made for severance pay either in the new agreement or by a collateral letter addressed by the company to the union in the following terms:

In the event of a complete shutdown of the company's operations at Eldorado, Sask., the company will pay to each employee affected, and who at that time has continuous service of not less than six months, a severance allowance of one week's pay at basic wage rates for each year of service up to a maximum of $500, which maximum may become the subject of discussion between the company and the union in future negotiations or in the event of a shutdown, whichever occurs first.

It is clear from the information provided to the Board that the present arrangement, projected as it is until at least 1970, whereby the Government purchases and stock piles a considerable quantity of the product at Eldorado, is an arrangement directed, at least in part, toward ensuring the employment of the employees during a period when other markets for the product are almost non-existent. The stock-piling price is a minimum price and not likely to result in a profit. The wage rates paid at the present time at Eldorado compare very favourably with rates paid in other mining locations in Canada, and in most cases are higher. It is possible, in a very limited number of classifications, to find higher rates paid elsewhere, but these are very few in number and do not affect the over-all picture that Eldorado rates are, generally speaking, highest in the industry.

The fringe benefits enjoyed by employees in the bargaining unit can only be described as excellent. In the Board's view, the recommendations contained above re wages, cost of living and differentials, together with the items of classification adjustment and insurance and welfare plan improvements already agreed upon between the parties, satisfactorily provide for any increase in living costs and maintain the position of Eldorado employees with respect to other mining industry employees in Canada. There is always great difficulty in projecting wage increases over a period of three years that will assure a satisfactory relationship between cost of living and wages.

The result of the Board's meetings with the parties at Eldorado indicates that the above recommendations very closely approximate the final positions taken by the parties. Each of them should be able, without hardship, to modify their respective positions to the extent of finding the above recommendations acceptable.

Dated at Winnipeg, Man., the 23rd day of August, 1965.

(*Sgd.*) A. S. Dewar,
Chairman.

(*Sgd.*) Leo Nimsick,
Union Nominee,

(*Sgd.*) Alex Harris,
Company Nominee.

Report of Board in Dispute between

The Cumberland Railway Company (Sydney and Louisburg Division)
and
Brotherhood of Railroad Trainmen

This Conciliation Board was appointed pursuant to the provisions of the Industrial Relations and Disputes Investigation Act (Canada) to conciliate a labour dispute arising out of negotiations for a new collective agreement between the Cumberland Railway Company (the employer) and the members of Lodge No. 684 of the Brotherhood of Railroad Trainmen (the Brotherhood).

The employer is a wholly owned subsidiary company of The Dominion Coal Company Limited (the coal company). The coal company owns all the fixed assets used by the employer except the rolling stock. The rolling stock is owned by The Dominion Rolling Stock Company Limited, another wholly owned subsidiary company of the coal company.

The employer operates a 39-mile railway line between Sydney and Louisburg, with a seven mile subdivision line to New Waterford and several short branch lines to the col-

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During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between The Cumberland Railway Company (Sydney and Louisburg Division) and Lodge 684 of the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge A. H. McKinnon of Antigonish, N.S. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. W. E. Mingo of Halifax, and J. L. Dubinsky, Q.C., of Glace Bay, nominees of the company and union, respectively.

The report of the chairman and Mr. Mingo, constitutes the report of the Board. A minority report was made by Mr. Dubinsky.

The texts of the majority and minority reports are reproduced here.

lieries, piers and other plant of the coal company. At Sydney this line has connections with the Canadian National Railways. The rolling stock consists of 15 diesel locomotives, 1,175 fifty-ton coal carrying hopper cars and approximately 50 other miscellaneous cars.

The handling of coal produced by, and the servicing of, the collieries of the coal company constitute 95 per cent of the work performed by the employer. The balance of its traffic is general freight, a large proportion consisting of materials for the coal company. A freight service between Glace Bay and Louisburg, on the basis of a minimum of one round trip per week, is also operated. These facts are significant in that they indicate the extent to which the employer's rail operations are part and parcel of the coal operations carried on by the coal company.

The employer has 311 employees, exclusive of administrative personnel and watchmen. These 311 employees are divided into five separate bargaining units, and each unit is represented by a different union. These unions and the number of employees which each represents are:

Lodge 684, Brotherhood of Railway Trainmen—98 employees.

Lodge 717, Brotherhood of Locomotive Firemen and Enginemen—88 employees.

Lodge 684, International Association of Machinists—47 employees.

Division 101, Order of Railroad Telegraphers—26 employees.

District 26, United Mine Workers of America—52 employees.

The coal company has over 6,500 employees organized into nine separate bargaining units by three different trade unions. The great majority of these employees—over 5,000—are also represented by District 26 of the United Mine Workers.

The 98 "trainmen" of the employer represented by the Brotherhood of Railroad Trainmen include the following classifications: yardmasters, conductors, brakemen, baggagemen and switch tenders.

Trainmen are paid on an hourly basis at yard rates for both yard and road service—yard rates being the highest rate paid for any class of train service on Canadian railways. Since 1957, the trainmen have enjoyed the 40-hour week in yard service. They are paid at the rate of time and one-half should they work a sixth or seventh tour of duty, and are paid at the rate of time and one-half for all work in excess of eight hours performed on any single tour of duty. They receive annual vacations calculated on years of service, ranging from one week to four weeks, and are paid vacation pay of two, four, six or eight per cent of the gross wages received during the preceding calendar year. They also receive seven statutory holidays with pay.

Lodge No. 684 of the Brotherhood of Railway Trainmen has been the bargaining agent for the employer's trainmen since 1901. For many years—from 1919 to 1953—under the terms of "a standby arrangement" between the employer and the five unions representing its employees, the rates of pay of these employees were the same as those of the employees of the Canadian National Railways in the Atlantic Region; new rates being implemented whenever such new rates were agreed to by the major Canadian railroads and the unions negotiating with them.

In 1954 the Brotherhood of Railway Trainmen set aside this "stand-by arrangement" and commenced exercising its right to negotiate wages and fringe benefits directly with the employer. While this practice has since been followed, in all cases negotiations between the employer and the Brotherhood were not completed until after the completion of negotiations between the major roads and the unions representing their employees.

The expiration date of the last collective agreement between the employer and the Brotherhood was December 31, 1963.

On December 16, 1963, the Brotherhood served notice on the employer of its desire to negotiate a new collective agreement.

On April 16, 1964, the Brotherhood submitted the following proposals for this agreement:

1. Increase all wage rates by 12 per cent effective January 1, 1964.
2. Health and welfare indemnity increased to $60 a week and insurance $5,000 with company to assume 100 per cent premium costs.
3. Trainmen to be paid a shift differential, 4 p.m. to 12 p.m. 10 cents an hour; 12 midnight to 8 a.m. 15 cents an hour.
4. Pension plan as per CNR.
5. One additional holiday—Remembrance Day.
6. Trainmen required to write train orders during their tour of duty to be paid an additional two hours at *pro rata* rate.
7. Conductor to be paid one hour for checking sidings and yards when requested to do so at yardmaster's rates.
8. Conductor on all change-off crews.
9. Four weeks vacation pay after 20 years of service, three weeks after 13 years.
10. All crews to consist of one conductor and two brakemen except, when no firemen, all crews to have one conductor and three brakemen.
11. Time and one-half for working on holidays.
12. Call boy for trainmen.
13. Company to assume responsibility for telephone calls to trainmen in Louisburg and New Waterford.
14. Vacation pay to continue on percentage basis with a day's pay for a day's vacation to be the minimum.

However, on February 19, 1964, the Brotherhood negotiated with one of the major roads, for a new collective agreement commencing January 1, 1964, terminating December 31, 1965, and providing an "across

the board" wage increase of 5 per cent in full settlement of all issues raised during the negotiations. These issues apparently included health and welfare, shift differentials, statutory holidays, vacations, and premium time for work on statutory holidays.

Meetings between representatives of the employer and the Brotherhood commenced in April 1964, to consider the Brotherhood's proposals for the new agreement, but, except perhaps on the issue of wages, little progress appears to have been made.

On October 9, 1964, the Brotherhood requested the Minister of Labour to appoint a Conciliation Board under the provisions of the Industrial Relations and Disputes Investigation Act (Canada) and by December 21, 1964, this Board was constituted, consisting of His Honour Judge A. H. MacKinnon as chairman; J. L. Dubinsky, Q.C., as the nominee of the Brotherhood; and J. W. E. Mingo as the nominee of the employer.

Meeting between the Board and representatives of the employer and the union were held at Sydney on April 22, April 23, May 17 and August 20. Written briefs were submitted, and oral presentations made on behalf of each of the parties, and extensive consultation took place, collectively and severally, between representatives of the parties and the Board, at the conclusion of which the following facts and impressions emerged:

(1) The Board was not going to be able to secure agreement from the parties on the terms of a new collective agreement and would, therefore, have to file a report.

(2) Wages, the subject of the first of the Brotherhood's 14 proposals for the new collective agreement, were not really the issue. For, as the Brotherhood pointed out in its brief, "in view of the historic pattern linking wage rates on the Sydney and Louisburg (the employer) with those on adjacent lines of the Canadian National", the 5 per cent "across the board" wage increase that was being offered by the employer, and which had been agreed to by the Brotherhood in its contracts with the major roads, was satisfactory "provided we can achieve an equitable settlement on the other items in dispute; and this means, in particular, the full Canadian National Railways Pension Plan". Implicit in this statement was the further proviso that the term of the contract under negotiation coincide with the current term of the contracts of the major roads—i.e. a two-year term commencing January 1, 1964.

(3) Of the remaining proposals, the fourth, which called for the implementation of the Canadian National Railways Pension Plan, was treated by both parties as unquestionably the principal issue between them. Indeed, while none of the other 12 proposals was technically abandoned by the Brotherhood, all were strongly resisted by the employer, and in a variety of ways the Board, rightly or wrongly, gained the impression that, subject to two conditions to be mentioned, agreement on the pension issue, if it were possible, would bring agreement on all issued—particularly as such agreement would expire in four months time (December 31, 1965) and, on that occasion, afford the Brotherhood an opportunity to negotiate the implementation of the other proposals.

The two conditions referred to are: (1.) that the procedure prescribed by Article 22 of the agreement that expired December 31, 1963, be clarified; and (2.) that the Board take no action on the request of the employer, filed with the Board under date of July 13, 1965, for "clarification" of the employer's "right" under the terms of the expired agreement to operate multiple diesel units, connected together so as to have a single control point, without having to have complete crews stand by for each of the units.

The first of these conditions is easily fulfilled, and attached to this decision, as Appendix A, is a suggested revision of Article 22 which, on the basis of its discussions with each of the parties, the Board hopes will prove satisfactory to both.

The second of these conditions requires further explanation. The employer's diesel units are not the largest that can be purchased, and they haul more empty cars than they can loaded cars. However, since last November they have been equipped with mechanism permitting two units to be connected together in such a way that they may be operated from the cab of one of them as a single engine having approximately twice the capacity of each—a capacity which is also possessed by single units of greater horsepower which the employer might purchase.

When two of its present units are so connected, the employer has, it contended, only one engine within the meaning of the operating rules prescribed for Canadian railroads and hence it neither needs, nor is required by any provision of the collective agreement that expired on December 31, 1963, to have full crews standing by for each of the units.

To this contention the Brotherhood's response was threefold:

(a) They feared that the extensive use of multiple units would enable the employer to make a very substantial reduction—perhaps by as much as fifty per cent—in the number of trainmen in its employ and that, therefore, it constituted a serious threat to their job security.

(b) They insisted that the use of such units, without full crews standing by for each, contravened Article 15 of the agreement that expired on December 31, 1965; the relevant part of the text of which is: "Double-heading may be run, and engines separated as bridges require; full crews to be used."

(c) Finally, they objected to the Board considering the issue at all because (1) it was not raised by the employer until July 13, 1965; (2) they did not want the Board making recommendations on the issue until they first had the opportunity to prepare and make a careful submission of their own views; and (3) in this month of August, 1965, they did not want the Board's report held up further while they went about preparing and making such a submission.

In the employer's view, "double-heading" referred only to the situation, prevalent in the days of steam engines, where two units were connected together to create additional hauling capacity, but continued to be operated from separate control points, each from its own cab.

This issue was further complicated by three developments:

(1) discipline action taken by the employer against those members of the Brotherhood who refused to work a multiple unit team the last (and third) time the employer sought to operate one; (2) a complaint filed by the Brotherhood with the Minister of Labour charging the employer with a violation of Article 22 of the expired agreement, and hence with a violation of Section 15 (b) of the Industrial Relations and Disputes Investigation Act (Canada), in attempting to operate multiple units without having full crews standing by for each; and (3) an outbreak of "sickness" among members of the Brotherhood—so extensive as to cause a complete shutdown of all the employer's rail operations and a partial shutdown of the coal company's coal operations—on August 17, 1965, when they first learned that the employer had submitted the "multiple unit" issue to the board.

At its meeting in Sydney on August 20, 1965, the Board was—and still is—of the opinion that, to the extent that the multiple unit issue was a question of construing correctly the language of the expired agreement, it was properly a matter for an arbitration Board convened under the grievance procedure provisions of that agreement, and, to the extent that it was a matter to be resolved by new language in a new agreement, it should not be dealt with by this Board because the Brotherhood had not received an adequate opportunity to be heard on the issue, the Board's report should not be further delayed until such an opportunity could be afforded, and the issue could more conveniently be dealt with in four months time when the agreement under negotiation, if agreed to in the interim, would expire.

Quite apart from the merits of the issue, the Board sensed a deep concern on the part of the Brotherhood about the effect implementation of the employer's view would have on the future size of the work force and that more preparation of the work force for this step was desirable before it was taken.

Accordingly, at the conclusion of its meetings with the parties on August 20, the chairman of the Board furnished the Brotherhood with a letter to the effect that it was the intention of the Board to forward its report to the Minister of Labour on August 25, 1965, and that the report would contain no recommendation on the multiple unit issue. Possibly this letter had something to do with the prompt disappearance of the malady that had incapacitated the men for the preceding 96 hours. At all events, on Monday, August 22, the press carried a report that, following a meeting of the Brotherhood the previous evening, all crews reported for work and rail and coal operations were resumed.

This issue has been reported on at some length to indicate why the Board is making no recommendation concerning it and also why, in the Board's opinion, both parties should henceforth approach it with care, and with understanding of each other's difficulties.

The principal, and perhaps the only issue remaining, is that of the Brotherhood's request for the introduction by the employer of what has been referred to as "the full Canadian National Railways Pension plan", and on this issue, a fair amount of background narrative is desirable.

While members of the Brotherhood enjoy essentially the same rates of pay received by trainmen employed by the CNR in the Atlantic region, they have never enjoyed the same pension benefits. Nor, for that matter, have any employees of the coal company, or of the Dominion Steel and Coal Corporation (the steel company).

In 1923 the employer, along with the coal company and the steel company introduced what has since become known as "the 1923 Dosco Plan". It was, and is, a non-contributory, unfunded pension plan which has been summarized by Johnson & Higgins (Canada) Ltd., a Montreal firm of actuaries retained by the employer, in the following terms:

Eligibility for Pension Benefits

(a) *Normal retirement*—25 years of service and attainment of age 65 for males; 25 years of service and attainment of age 55 for females.

(b) *Disability retirement*—On total and permanent disability after 15 years of service.

(c) *Exception*—The pension board may extend the benefits of the plan to employees who lack the above service requirements, or who would otherwise be ineligible for benefits.

Definition of Service

Service is taken as integral years from employee's hiring date. Six months or more is counted as a full year and less than six months is ignored.

Amount of Pension

(a) *Basic Pension*—The basic amount of monthly pension benefit is 1 per cent average monthly pay over the 10-year period preceding retirement for each year of service prior to retirement.

(b) *Offset at 70*—Basic monthly pension benefits are reduced by $40 a month at age 70.

(c) *Maximum Pension*—$75 a month up to age 70; $35 a month after age 70.

(d) *Minimum Pension*—No minimum specified up to age 70; $25 a month after age 70.

Alternative Amount of Pension

As above, but with the maximum increased from $75 a month to $115 a month up to age 70.

Contributions

The company pays the full cost of all pension benefits. Employees do not contribute.

Form of Pension Benefit

A life annuity ceasing at death. Optional forms of pension benefit are not available.

Death Benefits and Vesting

Not available.

Administration

Full authority for administration lies in a pension board, consisting of the president and treasurer of Dominion Steel & Coal Corporation, Ltd., and of a third member appointed by them. Details of administration are handled by a committee appointed by, and subject to, the pension board.

At some stage since 1923 the "Alternative Amount of Pension" was made available to employees of the steel company, although the employer and the coal company were not able to do the same for their employees. Also, a contributory pension plan providing additional benefits (the 1955 Dosco Contributory Plan) was introduced for steel company employees in 1955, and further expanded in 1964, but it, too, has not yet been extended to include or become available to employees of either the employer or the coal company.

The introduction of the CNR pension plan was an issue in the negotiations between the employer and the Brotherhood for the collective agreement that expired on December 31, 1963. That negotiation also required the services of a Conciliation Board and in its report (dated August 1962) the Board made the following recommendation:

> A joint committee to seek suitable contributory pension plan. An actuary, agreeable to both parties, to be retained for this purpose. Cost of the actuarial study to be shared equally. If feasible and suitable plan determined, company general manager to recommend acceptance.

This recommendation was agreed to by both parties and carried out. Meetings were held in November 1962, and in March and April 1963, but no agreement on a plan was reached. The employer was prepared to introduce the 1955 Dosco Contributory Plan in respect of current and future service, and retain the 1928 Dosco Plan (non-contributory) in respect of past service. The union representatives on the committee (and there is some dispute as to the extent they were authorized to speak for the brotherhood) agreed to forego the present CNR Contributory Plan, but insisted on nothing less than this plan as it existed in 1935. The employer was equally insistent that the 1935 CNR plan could not be implemented as its cost was too great for the employer's resources, and its benefits more extensive than those of the 1955 Dosco Contributory Plan, with the result that the entire pension structure of the Dosco complex would be thrown out of balance. On this note the joint committee agreed to disagree, and a report to this effect was subsequently filed.

At the time of this Board's first hearing at Sydney in April 1965, the position of the parties had not changed much. The 1955 Dosco Contributory Plan had been modified and expanded in 1964 for employees of the steel company, and hence the employer was now offering the 1964 modified Dosco Contributory Plan in respect of current and future service, and the 1923 Dosco Plan (non-contributory) in respect of past service. The Brotherhood was still insisting upon "the full Canadian National Railways pension plan", although in the oral presentation there was some intimation that, in respect of past service at least, the 1935 version of this plan would be acceptable.

However, the pension situation in Canada had changed tremendously. A few weeks earlier Parliament had created the Canada Pension Plan requiring all employers, as a matter of law and irrespective of what pension plans they may or may not be presently providing, to commence deducting on January 1, 1966, 1.8 per cent of the pay of their employees (subject to certain limits and exceptions here immaterial), and to remit this amount to the federal Government, along with a matching contribution of their own, all for the purpose of financing a Government contributory pension plan which, having regard to the contributions (3.6 per cent of payroll), would provide greater benefits than could be provided by any private plan financed by like contributions. Also the Old Age Security Benefit of $75 a month was made payable, starting in 1970 at age 65. Starting in 1966, the full pension of $75 would be available to those who have reached age 69 in 1967; to those who have reached age 68; and so on until 1970, when it becomes payable to those who have reached age 65.

When the Board asked whether either party had taken this development into account, it received the somewhat unimaginative response that, as the contract under negotiation would expire on December 13, 1965, and as the Canada Pension Plan would not become effective until the next day, it had no bearing on the pension issue under conciliation.

When the Board met again with representatives of the parties on May 17, 1965, the position of the employer had changed. It

withdrew all previous offers on the pension issue and made a new offer.

While the Canada Pension Plan becomes effective January 1, 1966, the maximum benefits are not payable to those who retire before January 1, 1976. Rather the benefits build up to this maximum at a graduated rate over the intervening 10-year period.

The new offer which the employer made on May 17, 1965, was to rescind the 1923 Dosco Plan, in respect of both past and future service, and replace it with a plan, also non-contributory, which would supplement the benefits payable under the Canada Pension Plan to those employees who reach retirement age before January 1, 1976, to the extent necessary to make the total benefits received by such employees equal to the benefits that they would receive under the Canada Pension Plan exclusively, if they retired after January 1, 1976.

In June, 1965, this same offer was made to District No. 26 of the UMW representing over 6,000 employees of the coal company, and was accepted by the UMW as one of the terms of their current collective agreement extending for a term of 19 months, commencing January 1, 1965.

In this condition the problem was left in the hands of the Board. A Conciliation Board consisting of lawyers, without pension experience and without actuarial assistance, is not well qualified to devise a pension plan which has to be (1) satisfactory to parties who over a four year period have been unable to reach agreement among themselves on such a plan; (2) satisfactory to the Taxation Division of the Department of National Revenue (who are not represented in the proceedings at all); (3) reconciliable with and workable within a complex structure of existing private and future government plans, (4) in balance with the private and public plans in effect for employees in allied operations of the employer or its parent or associated companies, (5) good value for the money and (6) not too burdensome in cost to either the employer or the employee, having regard to the special circumstances of each. In the present instance the problem has not been simplified by the rather rigid and uncomprehending positions of the parties, and the absence of certain cost information in depth.

The principal grounds on which the employer resisted the Brotherhood's demand for the CNR plan (1935 or present) were threefold:

(a) The rail operations of the employer are essentially only an adjunct of the coal operations of the coal company, and the coal operations of the coal company have, over the last 24 months, been carried on at a loss in excess of $100,000 per month—$2.4 million in all—with no prospects at all for improvement, at least unless the requested $25 million federal grant for modernization of the mines is forthcoming. Implementing the CNR plan would, according to Johnson & Higgins (Canada) Ltd., cost the employer approximately 13 per cent of its payroll (in addition to the 5½ per cent collected from the employees), as opposed to the 3.5 per cent that it would now be paying for the 1923 Dosco Plan if the latter were funded, and funded on the same basis. Whatever justification the CNR may have for making such a pension contribution, it is beyond the reach of the employer in its present straitened circumstances.

(b) The employer cannot legitimately consider the unit of 98 employees, represented by the Brotherhood, as though it were not part of the total Dosco coal complex at Sydney, employing in excess of 6,500 persons, or not part of the steel and coal complex at Sydney, employing in excess of 10,000 persons. Hence, it cannot introduce the CNR Pension Plan for the Brotherhood's unit unless, at the same time, it is able either to introduce the same plan for all the other employees of the complex, or to furnish reasonable justification—reasonable not only to the other employees, but to itself and to the general public—for not doing so. As the benefits of the CNR plan exceed those of the 1964 modified Dosco Contributory Plan, it could not justify such a measure to the steel workers, much less to the coal miners who have never even had the 1964 plan.

(c) In view of the introduction of the Canada Pension Plan and the accelerating to age 65 of the $75 a month Old Age Security Benefits already payable by the federal Government, the CNR plan is not necessary and not as good value for the cost.

To these arguments, the Brotherhood's reply was along the following lines: The recent (November 1963) rate application of the employer before the Board of Transport Commissioners, indicated that the rail operations of employer were profitable, even though those of the coal company are not, and hence the employer has the ability to pay. Members of the Brotherhood in the employer's employ perform the same work as members of the Brotherhood in the employ of the CNR, and hence should receive the same pay and benefits. If members of the Brotherhood must be considered part of the Dosco complex, they want the best and not the worst fringe benefits which that complex now pays to anyone. Finally, the Canada Pension Plan and the modification of the Old Age Security Benefits are not relevant as they come into effect after the expiration date of the contract under negotiation, and it will be time enough to consider their significance when negotiations for a successor contract are commenced.

All these points require further examination, and it will be convenient to consider the last one first. If past practice is followed and negotiations for a successor contract delayed until after settlement of a new contract has been reached by the Brotherhood and the major roads, the Canada Pension Plan will have been in effect some considerable time before any consideration of its significance is

undertaken. More important, in this month of August 1965, it is not sensible to consider implementation of a contributory pension plan which does not take into account the Canada Pension Plan because:

(a) If the plan is contributory (and neither the Brotherhood nor the employer has ever suggested that any other plan be considered), it cannot be retroactive to January 1, 1964, unless the members of the Brotherhood are going to be charged contributions equal to a percentage of their pay (in the case of the CNR plan 5½ per cent of their pay) retroactive to that date, and from the point of view of these employees, this is hardly practicable or desirable.

(b) Even if a recommendation by this Board for a pension plan is published and agreed to by both parties within the next week, it would be difficult for the recommendation to be implemented before October 1, 1965, at the earliest, leaving only three months for the plan to run before the expiration of the agreement and the introduction of the Canada Pension Plan. No plan of such short duration is worth the trouble to devise or implement.

Perhaps the best test of the relevance and the significance of the Canada Pension Plan and the modifications to the Old Age Security Benefits is to compare their benefits and their cost, from the viewpoint only of members of the Brotherhood with the benefits and the cost of the CNR plan if it were implemented effective January 1, 1966. In making this comparison the Board is relying, for particulars of the CNR plan, upon the information provided by Johnson & Higgins (Canada) Ltd., in the memorandum furnished to the Board on May 17, 1965. This memorandum sets out the amount of pension payable by the CNR plan as follows:

Current service (after Jan. 1, 1965). 1¼ per cent of an employee's average best five consecutive years earnings a year of current service (1¼ per cent a year in excess of 30 years total service).

Past Service (prior to Jan. 1, 1965). 1 per cent of an employee's average best 10 consecutive years earnings a year of past service.

For purpose of the comparison, assume that a member of the Brotherhood, who will be 55 years of age on January 15, 1966, and who first entered the employ of the employer almost 30 years ago in December 1935, averaged earnings of $4,000 a year during the last 10 years (1956-65), averages earnings of $5,000 annually during the next five years (1966-70) and earnings of $6,000 annually during the succeeding five years (1971-75), and then retires on reaching age 65 on January 15, 1976.

Under the past service feature of the CNR plan he would be entitled to an annual pension of $1,200 (1 per cent $\times$ $4,000 $\times$ 30), terminable on death, and under the current service feature, to an annual pension of $900 (1¼ per cent $\times$ $6,000 $\times$ 10), payable for the longer of life or 10 years and thereafter, to the extent of 50 per cent, to the surviving widow for life. In effect this would be a total pension of $2,100, of which $900 (to the extent the pensioner died before age 75) or $450 would be payable to the surviving widow.

Under the Canada Pension Plan this retiring employee would receive an annual pension of $1,250, payable for life and thereafter, to the extent of 60 per cent, to the surviving widow, and under the Old Age Security legislation, as modified, he would receive an annual pension of $900, terminable on death. In effect his total pension would be $50 greater than that payable under the CNR plan, and upon his death, this pension would continue to be paid to his widow to the extent of $750 annually. (She would, of course, receive her Old Age Security Benefit of $900 annually as well.)

During the period 1966-75, the CNR plan would have cost the retiring employee an amount equal to 5½ per cent of his earnings, or an aggregate amount of $3,025. Over the same period the Canada Pension Plan and the Old Age Security Benefits would have cost him $792 (1.8 per cent $\times$ $4,400 $\times$ 10) and $1,000 (assuming average annual taxable income of $2,500 $\times$ 4 per cent $\times$ 10) respectively, or an aggregate amount of $1,792.

On the basis of the foregoing calculations, there would appear to be a fair amount of substance to the employer's contention that, in view of the introduction of the Canada Pension Plan and the accelerating to age 65 of the $75 a month Old Age Security Benefit already payable by the federal government, the CNR plan is not necessary, and is not as good a value for the money.

To put the matter another way: at the time the Brotherhood first requested the CNR plan back in 1962, and at all times subsequently up to February 1965, it was requesting certain pension benefits at a certain cost to both the employer and its own members. In February 1965, the federal Government undertook to provide these, or at least comparable benefits, at a lower cost, both to the employer and to members of the Brotherhood. In effect, the Brotherhood is obtaining substantially the benefits it originally requested. However, the plan that will provide these benefits is a public one, and the cost to the employer and to the employees is less.

With respect to the other two contentions of the employer: that it has not the ability to pay the cost of the CNR plan, and that implementation of such a plan would throw the whole pension structure of the Dosco complex out of balance, these, too, appear to have considerable substance, especially the first.

The Board was supplied with the audited financial statements of the coal company for the fiscal period ending July 31, 1964. These statements were prepared by Price Waterhouse & Co., one of the largest auditing firms in the western world, and were consolidated to include the statements of the employer and all other wholly owned subsidiary companies. Hence the revenues shown include all income receipts and subsidies, under the Maritime Freight Rates Assistance Act or otherwise, received by the employer and, notwithstanding these, the consolidated profit and loss account showed an operating loss of $1,297,076 or over $100,000 a month. Interim statements to shareholders and press reports (the last as late as August 16, 1965, in that day's edition of the Financial Times) indicate that these monthly losses have continued at the same rate during the fiscal period ending July 31, 1965.

In these circumstances it is perhaps remarkable that the employer made any offer on pensions at all. Nevertheless, at the first meeting of the board on April 23, 1965, the employer offered to continue the 1923 Dosco plan in respect of past service, and to institute the 1964 modified Dosco contributory plan in respect of future service. As the 1923 Dosco plan is not funded, it was difficult to evaluate its cost, but ultimately, Johnson & Higgins (Canada) Ltd., using certain funding assumptions which they were by no means sure would be acceptable to the Income Tax Department, arrived at the following estimates of cost to the employer:

1923 Dosco Plan

Past service
(1 Jan. 65) .... $37,343 (2.64% of payroll)
Current service
(1 Jan. 65) .... 12,184 (0.86% of payroll)

1964 Modified Dosco Contributory Plan

Current service
(1 Jan. 65) .... 27,741 (1.96% of payroll)

If the foregoing calculations are correct, the employer's original offer on pensions would have cost approximately 4.6 per cent of payroll (2.64 per cent plus 1.96 per cent). If 1.8 per cent is deducted to provide for the contributions that the employer will have to begin making on January 1, 1966, under the Canada Pension Plan (actually these deductions should aggregate a shade less than 1.8 per cent in view of the present $4,400 maximum on which deductions are to be made), the balance of the employer's original offer available for a private plan is approximately 2.8 per cent of payroll.

The difficulty the Board has in making any recommendation with respect to this 2.8 per cent of payroll, is that it cannot know what benefits complementing those to be made available under the federal Government plans it will purchase, and which of such benefits are preferred by the parties. It is true that the employer offered the same plan that was accepted by the employees of the coal company in June 1965—a plan, in effect, accelerating the full benefits of the Canada Pension Plan from 1976 to 1966—and it may well be that this constitutes the best utilization of the 2.8 per cent of payroll that the employer is prepared to make available for the purpose.

However, the Board was not furnished with the cost of such a plan, and suspects that it would substantially be less than the 2.8 per cent which the employer has placed "on the table". In these circumstances, the Board is reluctant to recommend a plan which has the effect of furnishing the Brotherhood with less than what they were originally offered by the employer, and hence, the Board is going to recommend instead that, unless and until the parties otherwise agree, the present 1923 Dosco plan (non-contributory) be retained. This means that in 1966, and subsequent years, the benefits payable under the Canada Pension Plan and the Old Age Security legislation, will be supplemented by the benefits payable under the 1923 Dosco plan, and that the cost to the employer of these benefits will be something less than 5.3 per cent of payroll, calculated as follows:

1923 Dosco Plan:
past service 2.64%
current service 0.86%

Canada Pension Plan:
current service ..... 1.80% minus
5.30% minus

or less than seven tenths of 1 per cent more than the employer's original offer. (The Board appreciates that these calculations are crude, but they appear to be the best that can be performed in the time available, with the information supplied.)

It is to be noted that retention of the 1923 Dosco plan would add another $900 annually (for a period of five years, and thereafter $420 annually) to the pension of the hypothetical employee retiring in January 1976, whose case was considered above, bringing his total pension to $3,950 or approximately 66 per cent of the average annual earnings ($6,000) of his best five-year earning period (1971-75). If his wife is alive at the time, and qualifies then or shortly after for her Old Age Security Benefit of $900 annually, their combined pension will be $4,850 or over 80 per cent of the average annual earnings of his best five-year earning period. This percentage certainly exceeds the conventional concept of a retiring allowance, that has hitherto prevailed in Canada, and few can think that the last has been heard from the

Government on the matter of public pension plans. In 1976 they will, in all probability, be more generous than can be projected today.

Having regard to all of the foregoing, the Board is making the following recommendations for the settlement of the collective labour agreement between the Brotherhood and the employer now under negotiation:

(1) A two year term, commencing January 1, 1964, and expiring December 31, 1965.

(2) A 5 per cent "across-the-board" wage increase in three stages: 2 per cent retroactive to January 1, 1964; 1 per cent retroactive to July 1, 1964; and 2 per cent retroactive to January 1, 1965.

(3) Retention of the 1923 Dosco plan (non-contributory), at least until the parties are able to work out a new plan that will not cost the employer more, and which will better complement the benefits payable under the Canada Pension Plan and the Old Age Security Act.

Of the remaining issues between the parties, one—the addition of Remembrance Day as a paid statutory holiday—has been resolved by the new Canada Labour (Standards) Code that came into effect on July 1, 1965, and another—one hour's extra pay for conductors asked to check sidings and yards—by the employer's undertaking not to ask conductors to do this work. If this undertaking is not fulfilled, the matter should be brought up again at the next negotiations for, among other things, clarification of precisely what constitutes "checking siding and yards". At one of the board's hearings, the employer also undertook to pay the cost of one telephone call a day to trainmen in Louisburg and New Waterford and, no doubt, a provision to this effect should also be incorporated into any new agreement. On the remaining items, the board is making no recommendation other than one that both parties agreed to their being allowed to stand over to the next round of negotiations, that should commence early in 1966.

Dated this 25th day of August 1965.

All of which is respectfully submitted.

(*Sgd.*) A. H. McKinnon,
Chairman.

(*Sgd.*) J. W. E. Mingo,
Member.

Schedule A

No trainman shall be disciplined or dismissed until the charge or charges against him have been investigated by the company.

Following such investigation, if disciplinary action is contemplated by the company, the trainman shall be notified of such charge or charges by registered mail.

If he wishes to dispute such charge or charges, or any of them, and so advises the company in writing within 10 days after he receives notice of the charge or charges, he shall be granted a formal hearing before a properly designated official of the company at which, represented by himself or a fellow employee, he shall be entitled to hear the evidence of all the witnesses on which the company is relying and, if he wishes, to cross examine such witnesses and to call evidence in rebuttal.

At least five days prior to such formal hearing, he shall be entitled to receive copies of all statements taken by the company from the witnesses on whose evidence the company proposes to rely at the hearing.

The company shall render its decision within 15 days of the hearing and, if the trainman is not satisfied with this decision, he may appeal under the grievance procedure provisions of this agreement at any time within a period of 30 days of the date on which he receives written notice of the company's decision.

On request, the general chairman shall be shown all the evidence of the case.

If the discipline or dismissal imposed by the company is found, on appeal, to be unjust, the trainman will be exonerated, reinstated if dismissed, and paid a minimum day for each 24 hours of time he was held out of service at schedule rates for the class of service in which he was last employed.

When trainmen are to be disciplined, the discipline shall be put into effect within 30 days of the date on which the trainman's right to contest the same has expired, been waived, or otherwise ceased to be outstanding. It is understood that the investigation and the hearing, if necessary, will be held as quickly as possible, that the layover time will be used as far as practicable, and that trainmen will not be held out of service pending the rendering of a decision, except in cases of dismissable offences.

MINORITY REPORT

Part I—Definition of Terms

For the purpose of brevity, the following terms as hereinafter used shall have the following meanings:

"The company" shall mean the Cumberland Railway Company (Sydney & Louisburg Division).

"The Brotherhood" shall mean Lodge No. 684, Brotherhood of Railroad Trainmen.

"The Board" shall mean the Board of Conciliation and Investigation consisting of: Judge A. H. McKinnon, chairman; J. W. E. Mingo, LL.B., nominated by the company; J. L. Dubinsky, Q.C., nominated by the Brotherhood.
all as appointed by the Minister of Labour under the provisions of the Industrial Relations and Disputes Act, Chapter 152, R.S.C. 1952, to enquire into the dispute existing between the Brotherhood and the company.

Part II—The Dispute Between the Parties

The last agreement that had been entered into between the Brotherhood and the company dealing with wages and working conditions, became effective on August 10, 1962, and was to continue to December 31, 1963.

This agreement provides that it shall continue after December 31, 1963, subject to two months' notice from either party of their desire to cancel or revise the same, which notice may be served at any time after November 1, 1963. A notice was served on the company on December 7, 1963, by the Brotherhood over the signature of Paul Morrison, the then general chairman of the Brotherhood, of its desire to negotiate a new collective agreement. Subsequently, negotiations were carried on between the parties in an endeavour to arrive at a new agreement.

The parties were unable to agree, and as a result the Board was appointed.

The nature of the dispute between the Brotherhood and company may best be shown by listing the proposals of the Brotherhood. These were submitted on April 16, 1964, and are as follows:

1. Increase all wage rates by 12 per cent effective January 1, 1964.
2. Health and welfare indemnity increased to $60 a week, and insurance $5,000, with company to assume 100 per cent premium costs.
3. Trainmen to be paid a shift differential, 4 p.m. to 12 p.m. 10 cents an hour; 12 midnight to 8 a.m. 15 cents an hour.
4. Pension plan as per CNR.
5. One additional holiday—Remembrance Day.
6. Trainmen required to write train orders during their tour of duty, shall be paid an additional two hours at *pro rata* rate.
7. Conductor to be paid one hour for checking siding and yards when requested to do so at yardmaster's rates.
8. Conductor on all change-off crews.
9. Four weeks vacation pay after 20 years' service, three weeks after 13 years.
10. All crews shall consist of one conductor and two brakemen except, when no firemen, all crews to have one conductor and three brakemen.
11. Time and one-half for working on holidays.
12. Call boy for trainmen.
13. Company to assume responsibility for telephone calls to trainmen in Louisburg and New Waterford.
14. Vacation pay to continue on percentage basis, with a day's pay for a day's vacation to be the minimum.

Two additional proposals were referred to by the Brotherhood at our Sydney meetings. These are as follows:

1. (a) Employees available for work, and no work available for them, will be permitted to work two shifts on Saturday and Sunday.

(b) If work is available, and an employee is not available, he will not be permitted to work a second shift on above mentioned days.

2. No employee will be permitted to work seven shifts in any work week until all available employees have completed six tours of work.

Part III—The Board's Hearings

The Board sat in Sydney on April 22 and 23, and again on May 17, and on August 20.

At these hearings, representatives of the Brotherhood and the company were present, as well as representatives of other Brotherhoods that have agreements with the company. Presentations were submitted by the Brotherhood and the company, and both sides were given full opportunity to present evidence and their views. Both public and private hearings were held at the Sydney sessions. In addition to the consultations at which both sides were present, the Board had before it each of the parties to question them privately in the absence of the other. The chairman also met privately with representatives of each party. In addition to the Sydney hearings, the Board met privately as a body for consultations.

As a result of the Sydney hearings, it became apparent to the board that an agreement between the parties could not be brought about by the board. Under the provisions of the Act, the Board, accordingly, has filed its report with you, as Minister under the said Act. I regret that I do not share the main conclusions of the other two gentlemen on the Board, and accordingly file with you this, my minority report.

Part IV—High Level of Hearings

At the outset, I would like to express my thanks to the representatives of both the Brotherhood and the company for the assistance they have given to us and for the high level of the discussions throughout the hearings.

We have obtained all the information which we sought, and both parties to the dispute presented their arguments, and made their representations in a manner that reflected great credit to them and showed the true value of conciliation proceedings. I desire to express my appreciation for the spirit of co-operation that was shown by both parties, and my thanks for their readiness to assist the Board throughout. I can say for all three of us that we were impressed by the ability of all parties concerned, and by their awareness of the difficulties of the problem.

Part V—Background of the Problem

The fact that over 90 per cent of the company's total traffic constitutes the movement of coal produced by the Dominion Coal Company, at once makes clear that the problems before us are inextricably interwoven with the situation facing the coal industry in this part of the country. It is for that reason, no doubt, that the company presented to us an outline of the financial picture in which the Dominion Coal Company finds

itself. A study of these reports and figures leads to the conclusion that the period of crisis that the coal industry in this province has been experiencing for some years past, is by no means over. The extent to which our provincial economy is related to the coal industry is so well known as to need no further demonstration, but it is a fact that should be appreciated by the whole provincial community. It is, therefore, not too much to say that judgments, or policy in matters relating to the coal industry, should be most carefully made and mistakes avoided.

It is equally important for all to recognize that the coal industry has been of critical national importance, and unquestionably will be so in the future. Canada contains within its borders some of the world's largest coal deposits. Now, more than ever before, we know that the world no longer has any frontiers, when distances that separated us from the old world have shrunk with the rapidly advancing and truly wondrous scientific methods of travel, when the avarice of certain European and Asiatic Governments for the property of others no longer reckons with the concord of nations and the sanctity of treaty. Can we as a nation, look for our energy supply to the other fuels, or dare we build our safety on the energy supply that comes from a single other country, even that of our great neighbour to the south? In a world of uncertainty, such as we have known for the past few years, particularly since the escalation of the Viet Nam war, there is no guarantee that at any moment Canada would not be forced to turn to the coal resources within her boundaries for much of her energy supply.

A few excerpts from the Royal Commission on coal submitted by Mr. Justice I. C. Rand on August 31, 1960, are in point. On page 6 of the report, the Commissioner said:

> Admittedly, the coal industry of Canada is in dire straits; it has, in fact, been in that condition for some years; and only by resort to non-economic measures has social disaster, in some instances, been avoided. How, then, should that critical situation be met? By the prevalent theory of private enterprise, the weaker competitor must be left to his fate and the exemplification of the workings of that principle is vividly shown by what has been happening to the coal mining industry of the United States, some details of which I shall mention later. From a strictly economic point of view, the application of that principle to the coal industry would be the simplest and most effective mode of dealing with the problem presented. Should we then allow disaster to take its course or should we resort to efforts to try to salvage, in part at least, existing social and political values? In the latter case, what are the considerations on the basis of which action can be taken and to what extent can that action be fairly justified?
>
> Of these two courses there can be no serious doubt of which must be taken. This country has been conceived, and so far brought along since 1867, primarily in terms of political and social considerations: economics, by a counter-balancing empiricism of those factors, have been harmonized with national unity, and the spirit of a prosperous and progressive people. While, then, economic principles may seem to be outraged by the means of support to the coal industry of the past, in the view of the national interest as a whole, their price has been a small item in the general national ledger.

On page 32, he makes these observations:

> The considerations underlying the first are these. Coal is at present being superseded in what formerly was its main function, that of enabling human beings to keep themselves warm, in addition to that, for railway services and for steam generation generally, it was, 50 years ago, the almost universal fuel. In both wars, its necessity in transportation by land and sea was demonstrated. Oil and gas are premium fuels in the sense of their heat values, and the ease and convenience in their utilization, but, as resources, they yield to coal, both in volume and in concentration of energy; and it is conceded that they will be exhausted at a time when coal will have a thousand years of further life for mankind. The continued demand for coal in metallurgical processes generally, as already stated, remains. While we are still in the grip of international tensions, a wholesale closing of mines would run risks, not, perhaps, wholly definable but, nevertheless, real. It is true that by the end of this year, not a locomotive on either of the two transcontinental railway systems will be using coal for steam purposes, and that its use for water transportation has almost equally ceased. Several years would be required to bring coal back to its original position in either of these uses. Undoubtedly, its availability acts somewhat as a check on competing prices of the other fuels for other purposes. Notwithstanding, then, the accessibility and the adequacy for immediate purposes generally of oil and gas, coal remains a vital standby and a minimum, at least, of mining continuity should be encouraged as a Dominion interest. For this, the measure of financial assistance, direct or indirect, must be drawn from the circumstances of each mining district.

It may not be out of place to mention, that scientific studies made available to the Dominion Coal Board over the past few years predicted that, in spite of the large increase in other fuels, there would be a market for coal to the extent experienced up to the present year, but that after 1965 the requirements will increase substantially. All of which goes to show that coal will always be a factor in the battle of utilities, whether it be in supplying heat for the home or producing electrical power. Finally, I am heartened by the current thorough engineering survey that is being made of the entire coal operations. I have no crystal ball to make predictions as to future events, but I am firmly of the belief that the requested $25 million federal grant for modernization of the industry locally will be approved.

Part VI—The Main Issue—Pensions

(a) *General Application and Earlier Attempts to Solve*

Without minimizing the significance of the other proposals, it is safe to say that the

most important and perplexing problem placed before us was that of pensions. As a rule, the contentious issue before most Conciliation Boards is that of wages. However, in this instance, wages were not dealt with in any detail. The Brotherhood's brief is self-explanatory:

> The Brotherhood proposes an increase in all wage-rates of 12 per cent effective January 1, 1964. This wage demand corresponds to that originally made by the Brotherhood on the major railways in Canada the last time negotiations took place.
>
> It is true that those negotiations resulted in a wage settlement totalling only 5 per cent over a two-year period, beginning January 1, 1964. Since that settlement was negotiated, major economic changes have taken place. The gross national products, the level of consumer prices and the size of wage-settlements generally have all risen significantly. Under most circumstances these changes in themselves would call for a settlement in excess of 5 per cent.
>
> However, in view of the historic pattern linking wage rates on the Sydney and Louisburg with those on adjacent lines of the Canadian National, we are prepared to waive consideration of these new factors in the situation, provided we can achieve an equitable settlement on other items in dispute; and this means, in particular, the full Canadian National Railways pension plan.

Coming then to the main issue, pensions: it may be first noted that on the pension questions, the Board received submissions from Lodge 717, Brotherhood of Locomotive Firemen and Enginemen, Division 101 of the Order of Railroad Telegraphers, and Lodge No. 684 International Order of Machinists. The views of these other unions are practically identical with those of the brotherhood, and it will not be necessary to go beyond the submission of the brotherhood. It follows than insofar as pensions are concerned, what will be recommended for this brotherhood will be applicable to the others.

It may be in point, at this time, to mention a previous Conciliation Board, between the same parties and under the chairmanship of your present chairman, when the following recommendation was included in its report:

> A joint committee to seek a suitable contributory pension plan. An actuary agreeable to both parties to be retained for this purpose. Cost of the actuarial study to be shared equally. If feasible and suitable plan is determined, the company general manager to recommend acceptance.

Pursuant to this recommendation, a committee was set up comprising representatives of the company and of various unions holding agreements with the company. A number of meetings were held and studies made, but eventually the committee gave up its deliberations, unable to agree upon a suitable contributory pension plan.

To attempt to summarize briefly, for the purposes of this report, the detailed submissions made before this board by both sides on the pension plan, leaves one open to the risk of overlooking some important fact or facts advanced by either of the parties. The Brotherhood is seeking a pension plan similar to the Canadian National pension plan. Indeed, it argues that the acceptance by the company of such a plan is basic to any bargaining.

(b) *The Brotherhood's Concept of a Pension*

The reasoning of the Brotherhood, generally, is as follows. A pension, they argue, can no longer be accepted as that of a "gratuity" or a reward for "long and faithful service". Such a type of pension is discretionary with the employer, who assumes no legal obligation to continue paying it as long as it is required. No employee's rights are created by it, and the Brotherhood points to the present 1923 non-contributory plan as illustrating that it continues at will; that it can be dispensed with at any time without any regard to the welfare of those presently receiving it or the employees who would expect to receive it; and that even if continued, it is sharply reduced on the pensioner reaching the age of 70. The Brotherhood presented leading authorities on the subject, which indicate that pensions today are generally regarded as deferred wages.

Once the modern concept of a pension as essentially a deferred payment for services rendered is recognized, and that pensions are a part of wages, although deferred as to payment to some future date, the further submissions of the Brotherhood would seem to follow. These are that pension plans form an appropriate subject for collective bargaining, that pension plans should be incorporated into and form an integral part of collective agreements, and that pension plan costs are an integral part of a collective bargaining "package". The Brotherhood's brief on this expression says:

> The latter statement simply means that the parties negotiate a sum total of employee benefits, consisting of various items; wages, vacations, statutory holidays, insurance, pensions and other matters. These items are evaluated and added up to a total increase in costs attributable to labour.

The Brotherhood points out that in the 1962-1965 agreement between the United Steelworkers, Local 1064, and Dosco, the reference to the pension plan in the "package" deal not only had a price tag on it, but was explicitly limited to 3½ cents an hour, and the union was given a choice of specific improvements as to how this 3½ cents may be used up. If, however, the Steelworkers had decided not to improve their pension plan, they could have got the 3½ cents an hour in wages. Thus, the Brotherhood contends that the negotiation or improvement of a pension plan involves the sacrifice or deferment of

some alternative objective that the union could have obtained—in short, a choice between taking the cash and letting the credit go or taking the pension and letting the cash go.

(c) *Why a CN Pension?*

Firstly, the Brotherhood reminded the Board that it and other unions, having contractual relationship with the company, have in the past signed contracts with the company that were based on settlements that had been negotiated by the Canadian National Railway with its employees dealing with wage rates and other items, including effective contract dates. The other groups have so-called "stand-by" agreements, whereby any changes in wage rates, etc. on CNR adjacent territory are applied and on concurrent dates to the company. This Brotherhood has no such "stand by" agreement but the same situation obtains with its employees. But, contends the Brotherhood, a grave injustice is being done to its membership on this territory. They point out that every increase negotiated with the national road since 1935 meant an automatic increased dollar contribution from the major company to the pension plan of its employees; in other words, the package deal with the main roads, provides for a portion of the total compensation to be directed to pension plan improvements. However, insofar as this company is concerned, the Brotherhood has no pension plan, and consequently its members have been suffering an obvious loss over the years. They have neither the pension nor the money equivalent.

The brief of the Brotherhood sets this complaint forth very clearly,

> The Brotherhood of Railroad Trainmen, Lodge 684, does not have such a stand-by agreement, but changes in wage rates and other items on CNR adjacent territory have effectively provided the basis of settlement for BRT and Cumberland Railway, and the effective dates of our local agreements have been and are concurrent with those of BRT—Canadian National.
>
> This, then leads us to the crucial element in the present case. The conductors and brakemen employed by Cumberland Railway, Sydney & Louisburg Division (and by Sydney & Louisburg Co. before 1961) have accepted the "package" settlements negotiated for CNR adjacent territory, but have received only a part of that "package". They have not benefitted from the CN pension plan, and have received no other benefits, in wages or otherwise, to compensate for the omission of the pension component of the CN settlements.

In any event the Brotherhood contends that the acceptance over the years of this "stand-by" principle, estops the company from denying the right of the Brotherhood to demand the same advantages open to the CNR trainmen.

Secondly, it is the submission of the Brotherhood that the company in all its dealings with the government of this country, has sought and obtained parity treatment with the major railway companies. For example, they point to the fact that even before the company assumed its present corporate status, the then Sydney & Louisburg Railway was declared to be a work for the general advantage of Canada. That declaration took place in 1961. (The taking over of the assets of the S. & L. Railway by the present company was agreed to on September 30, 1961. The Senate had earlier approved the move on May 25, 1961, and the Governor in Council sanctioned the agreement on August 15, 1962).

They cite another example, and say it is a matter of public record, that in 1961 the S. & L. Rly. received in rebates the sum of $751,910 on coal shipped to the piers, and that the S. & L. Rly. for the same year, received a rail subvention of 1,013,520 on coal delivered to the CNR interchange. Furthermore, the Brotherhood has provided the Board with copies of the company's application in November 1963 to the Board of Transport Commissioners for Canada under sections of the Railway Act and the Maritime Freight Rates Act to increase certain of its rates on coal. Incidentally, this application was denied on March 31, 1964, by the Board, which, however, encouraged the company to apply again with a new submission of a more comprehensive and equitable rate structure. This it did and it is a matter of record that an adjustment was sanctioned by that Board later in the year. Looking at the submissions made by the company on these occasions before the Board of Transport Commissioners, there can be no doubt whatsoever, the Brotherhood submits, that the company is estopped from denying that it "follows the major railways in its wage rates" and that its "wage levels were of country-wide uniformity". If, in its dealings with Government, this company purports to follow the major railways in discussing and fixing its wage rates—and pensions constitute an important part of the wage package—therefore, in the opinion of the Brotherhood, this company to be consistent, must agree on a pension plan comparable to the Canadian National plan.

(d) *Specifics of the Brotherhood's Demand*

The CN plan sought by the Brotherhood is boiled down to two essentials. Firstly, as to "past service", they seek the 1935 formula of the CN plan, that would provide each employee on retirement with a service pension of such amount as is represented by one per cent of his highest average salary for any 10 consecutive years prior to the institution

of the plan, multiplied by the number of his years of continuous service up to that date. This "past service" pension is to be at the sole expense of the company.

As to "future service", the Brotherhood urges that it be placed on a parity with CN workers, and that a contributory plan be instituted. This would mean that the employer and employee would each contribute the equivalent of a certain percentage of the employee's earnings—the percentage at the present time on the CN plan being 5½ per cent. The money would be invested in the same way as is followed by the directors of the CN plan, and as a result of a sound financial investment portfolio, the members of the Brotherhood could look forward to the same benefits enjoyed by their fellow workers on the CN. Under the CN plan at this moment, an employee, subject to specified age (65) and service requirements, and provided he had no deficiency in contributions, would obtain a pension dating from the institution of the plan of 1¼ per cent for each year of service up to 30 years, and 1½ per cent for each year of service over 30 years, based on the average monthly compensation for the last 60 months of allowable service or for any five consecutive calendar years, whichever is the larger. Other features would be the introduction of survivor benefits, earlier voluntary retirement, and earlier disability retirement, and deferred pension if the employee leaves the service before retirement age.

This is the demand submitted by the Brotherhood in its brief before the Board and enlarged upon in detail during the discussions before us. The Brotherhood stands firm in its resolve to obtain the CN pension plan. As stated above, they consider this is basic to any negotiations.

(e) *The Company's Proposals*

The company first reiterated the stand it took at the very first meeting that was held on November 22, 1962 by the joint committee set up to study this serious problem. It offered for "past service", the continuation of the 1923 non-contributory pension plan. Under this plan, the employee on reaching 65 will receive a pension benefit of 1 per cent of average monthly pay over the 10 year period preceding retirement for each year of service prior to retirement. Benefits are reduced by $40 a month at age 70, and are subject to a maximum of $75 a month up to age 70, and $35 a month after age 70.

For "future service", the company first offered to participate in a contributory pension scheme similar to that which it agreed to with the United Steelworkers of America Local 1064, and which is generally referred to as the contributory Dosco 1955 plan, as amended in 1964. Under it, the employee would contribute 3 per cent of his earnings from the start of the plan, and the company would pay the balance of cost of benefits. At 65, the employee would annually receive benefits equivalent to 1 per cent of total earnings while a contributor. Other benefits dealing with early retirement and vested rights are provided for.

Although in the case of the steelworkers and other Dosco employees, the maximum monthly pension under the 1923 plan was raised to $115, the company made it quite clear that it would not do so with the members of the Brotherhood, inasmuch as it treated them on the same basis as other employees of Dominion Coal Company in this regard.

When the board met again with representatives of the parties on May 17, 1965, the position of the employer had changed. Without having given the slightest advance notice to the Board, it withdrew all previous offers on the pension issue and made a new offer.

The Canada Pension Plan becomes effective January 1, 1966, but the maximum benefits are not payable to those who retire before January 1, 1976. Rather the benefits build up to this maximum at a graduated rate over the intervening 10-year period.

The new offer that the employer made on May 17, 1965, was to rescind the 1923 Dosco plan, in respect of both past and future service, and replace it with a plan, also non-contributory, that would supplement the benefits payable under the Canada Pension Plan to those employees who reach retirement age before January 1, 1976, to the extent necessary to make the total benefits received by such employees equal to the benefits that they would receive under the Canada Pension Plan exclusively, if they retired after January 1, 1976.

(f) *Summary of Cost Calculations*

In its brief, the company directed our attention to comparative costs of the several plans discussed before us and to what these costs represented in terms of percentage of payrolls. At our request, the company provided us with a special pension report, designed to assist us to understand the various cost calculations involved, and we were extremely grateful to the company for this, and to their Mr. Baldwin for his efforts in carefully explaining intricate cost problems.

I note from these calculations, for example, that to provide the 1923 "past service" non-contributory pension for all employees on the Cumberland Railway, under a 30-year amortization plan, would cost $37,343 annually, or 2.64 per cent of the payroll. The contributory Dosco 1955 plan, as amended in 1964, would cost annually in the vicinity of $27,741 or 2.2 per cent of the payroll.

The CNR contributory plan as requested by the Brotherhood, is shown as costing for "past service" (namely the CN 1935 plan) $131,810 or 9.31 per cent of the payroll, and the "current service" as costing $51,946, or 3.67 per cent of the payroll.

Part VII—Reference to the Multiple Unit Issue

My colleagues have deemed it advisable to make reference to this issue of multiple units or as it is commonly referred to, as "double-heading". Their comments on this matter can be found in the Board's report. In the main, I do not differ with what has been written. However, since the matter has been included in the report of the Board, I deem it advisable to add one or two comments.

This matter was not discussed before the Board. As to its being raised by the employer on July 13, 1965, I may say that I, as a member of the Board, received no communication whatsoever from the company on this subject. I am not suggesting for a moment that I was deliberately ignored, but the fact remains that I knew nothing about the problem until it came up at our August 20 meeting in Sydney. I then learned that one of the company's representatives had some days earlier, advised the Brotherhood that this matter would definitely be dealt with by the board when it would meet on Friday. One can appreciate the consternation of the men on being told, rather bluntly, that this very provocative issue was going to be dealt with by us, when the Brotherhood had not had any opportunity to submit its views on it. I consider that the statement on the part of the company was ill-advised and ill-timed. I will say further, that when one seeks to assess the blame for the regrettable events that followed, one might well bear in mind the unwise manner that the company adopted to bring this subject to the fore at this time.

Part VIII—Function of the Board

In this vexing problem of pensions, I do not conceive it our duty to establish, with accuracy, cost calculations. That would be the task of actuaries, people who are specially trained to deal with matters such as pensions, who would be called in by both sides to work out the details of the general formula that commends itself to us. I deem it our task to try to bring the parties together if at all possible, and failing that, to make a recommendation which, though perhaps not entirely pleasing to either side, may yet sufficiently commend itself to both as to form the basis of an agreement, and thereby avoid a costly and tragic strike. I have given long and careful study to the issues involved, and my conclusions have not been lightly reached.

Part IX—Conclusions Reached from Submissions

I have concluded that the men have presented ample proof to justify their claim to be treated on an equal basis with their fellow workers on the major roads. I am satisfied that the company, by its representations to parliamentary bodies culminating in Bill S19, by its submissions before the Board of Transport Commissioners, definitely held itself out as coming within the scope of the term "a work for the general advantage of Canada", with the right to be treated similarly to the major roads. That being so, it is my conclusion that it should carry out the obligations that are borne by the major roads in respect to their employees. I have concluded—indeed no other conclusion can justly be reached—that on the one hand to agree to follow the major roads in respect to increases in wages without regard to the wages of other employees in the Dosco complex, and yet, on the other hand, to deny the men of this Brotherhood the pension plan established for the employees of the major roads, is inconsistency in its worst form.

I have concluded that the position as to pensions taken by either party from the point of view of cost is too extreme. There must be a drawing closer to each other if both sides are to avoid the heavy losses which will be brought about by any disruption of work, and the consequent ill-effects on the general economy of the entire provincial community. It is my humble belief that a middle of the course approach is very desirable, if it is at all possible—but if such is not possible, one of the parties must yield more in order to avoid the common disaster. A quick calculation, and by no means put forth as being very accurate, would seem to indicate that such a half-way course would represent something around 9 per cent of the payroll and would cost the company in the vicinity of $131,000.

Part X—Recommendations

1. I recommend that a contract be immediately signed, effective January 1, 1964, and continuing to January 1, 1966.

2. I recommend that the CN pension plan be adopted as a formula, but on a basis of 70 per cent both as to benefits paid and contributions made. That means that every employee in the service of the company on January 1, 1966, who entered the service before attaining the age of 50 and who on January 1, 1966 had more than 10 years' continuous service shall, if he remains continuously in the company's service to age 65, receive upon retiring a "past service" pension of such amount as is represented by seven-tenths of 1 per cent of his highest average salary for any 10 consecutive years prior to

January 1, 1966, multiplied by the number of his years of continuous service to that date and that such "past service" pension be provided at the sole expense of the company, which expense will remain fixed regardless of the future rise of wages. It also means the setting up of a contributory pension fund to provide for "current service" or "future service" to which the company shall annually credit the account of each contributing employee with an amount equal to the employee's contribution of seven-tenths of 5½ per cent of the employee's salary, with the company to bear, if necessary, the balance of cost.

3. I recommend a 5 per cent "across the board" wage increase in these stages: 2 per cent retroactive to January 1, 1964, 1 per cent retroactive to July 1, 1964, and 2 per cent retroactive to January 1, 1965.

4. The new Canada Labour (Standards) Code that came into effect on July 1, 1965, has provided for the addition of Remembrance Day as a paid statutory holiday.

5. The Brotherhood complained that conductors are constantly being requested to check sidings and yards. M. A. Keays, the former general manager of transportation for the Dominion Steel & Coal Corporation, Ltd., had promised to give careful consideration to the request that conductors be paid one hour at yardmaster's rates for checking sidings and yards when requested to do so. I recommend that they be so paid.

6. Mr. Keays undertook that the company would assume responsibility for one call a person a day for all employees living in Louisburg and New Waterford prior to the closing of the terminals there, this provision to apply only to employees presently in service. I recommend such payment.

7. The plight of the younger men who are on the seniority list was touched upon before us. They get called out only on weekends or busy spells, thus eliminating the necessity for payment of time and one-half to the senior men. They must always be ready and available; and if not available on weekends and the company has to pay time and one-half to some older man, the younger men are subject to discipline. On the whole year, their earnings are comparatively low. Furthermore, they qualify for little vacation pay. I am of the opinion that this and the next two recommendations would not constitute a great cost to the company and would help very materially to make for a contented work force. I therefore recommend (a) employees available for work, and no work available for them, will be permitted to work two shifts on Saturday and Sunday, payments for these shifts to be governed by the terms of agreement; (b) if work is available and an employee is not available, he will not be permitted to work a second shift on above mentioned days.

8. I recommend that no employee will be permitted to work seven shifts in any work week until all available employees have completed six tours of work.

9. I recommend that vacation pay continue on percentage basis with a day's pay for a day's vacation to be the minimum.

10. I join with my fellow members in recommending the following revision of Article 22 dealing with discipline. I recommend as follows:

No trainman shall be disciplined or dismissed until the charge or charges against him have been investigated by the company.

Following such investigation, if disciplinary action is contemplated by the company, the trainman shall be notified of such charge or charges by registered mail.

If he wishes to dispute such charge or charges or any of them and so advises the company in writing within 10 days after he receives notice of the charge or charges, he shall be granted a formal hearing before a properly designated official of the company at which, represented by either himself or a fellow employee, he shall be entitled to hear the evidence of all the witnesses on which the company is relying and, if he wishes, to cross-examine such witnesses and to call evidence in rebuttal.

At least five days prior to such formal hearing he shall be entitled to receive copies of all statements taken by the company from the witnesses on whose evidence the company proposes to rely at the hearing.

The company shall render its decision within 15 days of the hearing and, if the trainman is not satisfied with this decision, he may appeal under the grievance procedure provisions of this agreement at any time within a period of 30 days of the date on which he receives written notice of the company's decision.

On request the general chairman shall be shown all the evidence of the case.

If the discipline or dismissal imposed by the company is found, on appeal, to be unjust, the trainman will be exonerated, reinstated if dismissed, and paid a minimum day for each 24 hours of time he was held out of service at schedule rates for the class of service in which he was last employed.

When trainmen are to be disciplined, the discipline shall be put into effect within 30 days of the date on which the trainman's right to contest the same has expired, been waived, or otherwise ceased to be outstanding. It is understood that the investigation and the hearing, if necessary, will be held as quickly as possible, that the layover time

will be used as far as practicable, and that trainmen will not be held out of service pending the rendering of a decision except in cases of dismissable offences.

Part XI—Sundry Comments

I presume it is incumbent upon me to indicate, in some way, where the needed revenues to meet the pension and other recommendations may be obtained. Was there a clue to the problem suggested in the evidence of R. E. Cromwell, general solicitor for the Dominion Coal Company when on June 21, 1961, while before the Standing Committee on Railways, Canals and Telegraph Lines, he said at page 229 of the report:

> Mr. Cromwell: We are paying those pensions now, even though the company is losing money. When the Cumberland Railway takes over the S and L Railway, this would give the Cumberland a source of revenue with which to pay these pensions, which they do not have now.

Another very significant remark of Mr. Cromwell was in answer to a question put to him by Mr. Baldwin on page 232:

> Mr. Baldwin: Have you any idea what the benefits are that accrue to the company by reason of the Maritime Freight Rates Act?
>
> Mr. Cromwell: The company has received several millions of dollars. I could not give you the exact figure.

It is a matter of record, that up to 1961 approximately 25 millions of dollars had been received by the company.

That pensions are a recognized part of the cost of railway operations cannot be gainsaid. I believe that the company has a right to apply to the Board of Transport Commissioners for such rate increases as will be designed to meet the extra burden of the pension scheme recommended by us. It may be in point to quote from the decision of A. S. Kirk, one of the Commissioners of the Board of Transport Commissioners for Canada. In his decision, dated March 31, 1964, Mr. Kirk dealing with the company's application for increase in its rates, said *inter alia*:

> I consider that Cumberland's profit and loss position over the years as shown by this historical record is useful in determining what amount the board should allow for profit or surplus in the present circumstances, and having regard, thereto, and the nature and extent of Cumberland's operations, and the fact that it has no investment in the railway or other fixed assets or rolling stocks and pays rentals to the owners thereof, the amounts of which are set by the owners and are included in the expenses of Cumberland that are being allowed herein, I would allow for rate-making purposes a surplus of $100,000 ($200,000 before taxes) which, in my view, would be a reasonable amount to allow.

I would also respectfully suggest that a reading of the testimony given by company representatives on Bill S19, would lead to the conclusion that they held to the view that the net cost of, for example, pension costs as shown in the company's special report might, after income tax, be reduced by approximately 50 per cent of the figures shown in this report.

It is common ground that what I have recommended is applicable to the other Brotherhoods having contractural relations with the company. In this regard it is well to remember that, insofar as the Brotherhood of Locomotive Firemen and Enginemen is concerned, the introduction of this pension plan at 65 will, in the course of the next few years, eliminate approximately 32 firemen, who will not be replaced. This will mean a very substantial saving to the company. Indeed, upwards of nine men would cease to work at the end of this year if this plan were put into effect, and these would not be replaced. As things are now, there is no legal justification to dismiss men who are over 65, but who cannot be proven to be incompetent in their work.

I feel that the company is now relieved of the great fear that it undoubtedly held at the time of our sessions in Sydney, namely, that any such pension scheme as was sought by the Brotherhood, would also be demanded by the miners. Those employees have looked for their benefits in a health and welfare plan, whereas, the railway employees preferred to have their benefits in the direction of the CN contributory pension plan.

I do not consider that it was within the purview of our reference that we discuss the forthcoming Canada Pension Plan. This plan was brought before us unilaterally by the company almost at the eleventh hour. Their proposal was to rescind, as stated earlier, all former proposals, but to offer some form of pension for the next 10 years, until the Canada Pension Plan was in full swing. With great deference, I do not treat this suggestion as worthy of consideration in our attempt to conciliate the dispute. Even if both parties were agreeable that we should deal with the implications of that plan (and the Brotherhood most definitely was opposed to this), our limited knowledge of the said plan and its ramifications must deter us from making any recommendations concerning it, or arising out of it.

Part XII—Conclusion

It is a matter of regret to me that I find it necessary to differ with the distinguished chairman of this board and the learned representative of the company. As already intimated, the conclusions that I have reached

(Continued on page 972)

Legal Decisions Affecting Labour

Dismissing motion for certiorari, Manitoba Court of Queen's Bench upholds Board's certification order. Quebec Court of Queen's Bench denies writs of prohibition against Labour Board

In Manitoba, the Court of Queen's Bench dismissed a motion for *certiorari,* and upheld the Labour Relations Board's order certifying Local 832 of the Retail Clerks Union as a bargaining agent for the employees of Payfair Stores Ltd. The court did not find anything in the proceedings before the Board that would substantiate the company's contention that the Board, in certifying the union, acted without jurisdiction, or contrary to principles of natural justice.

In Quebec, the Court of Queen's Bench dismissed applications for writs of prohibition to stop certification proceedings before the Labour Relations Board, and held that the Board, in cancelling the certification order and in ordering new hearings, acted within its jurisdiction.

Manitoba Court of Queen's Bench . . .

. . . finding certification proceedings not contrary to natural justice, upholds order

On February 24, 1965, Mr. Justice Dickson of the Manitoba Court of Queen's Bench, dismissed a motion for an order of *certiorari* to quash the Labour Relations Board's order certifying Retail Clerks Union, Local No. 832, as bargaining agent for employees of Payfair Stores Ltd. The certification order was upheld on the ground that the Board, in certifying the union, acted within its jurisdiction, and there was no denial of natural justice in the proceedings before the Board.

On April 14, 1964, the union applied to the Board to be certified as bargaining agent for "all employees of the Retail Outlets of Payfair Stores Limited in Winnipeg, Man. save and except those excluded by the Act". The application gave the approximate number of employees as 27 in the unit; 18 of whom the union claimed to be members in good standing.

On April 20, 1964, the company was charged under the Manitoba Labour Relations Act with various unfair labour practices. The trial took place before Cousley, P.M., in the provincial police court and, on May 12, 1964, the charges were dismissed.

On April 20 and 21, nine employees informed the Board, by letter, of their intention to withdraw from union membership. The Board advised the company and the union of the contents of the letters, without disclosing the names of the signatories.

Hearings before the Board took place between May 28 and October 8, 1964, and for five days the Board heard evidence and arguments relative to the issues involved.

On October 15, 1964, the Board certified the union as bargaining agent in consideration "that a majority of the employees in the designated unit were, at the date of the application, members in good standing of the applicant trade union." The Board's decision also stated that "the Board heard evidence and arguments relative to the issues involved."

The company moved for an order of *certiorari* to quash the certification on the ground that the Board acted contrary to the essential principles of natural justice, exceeded its jurisdiction, and acted without jurisdiction. In particular, the company claimed that the Board failed to give consideration to evidence before it of the resignation of nine employees from the union and, in certifying the union, acted contrary to the wishes of the majority of the employees; that the Board refused to allow the company access to the names of the nine employees who resigned from the union; that the Board refused to allow counsel for the company to question witnesses as to whether they were members of the union; that the Board entered upon an inquiry as to whether the company had been engaging in unfair labour practices when the Board was aware that the charges against the company had previously been dismissed by a count of competent jurisdiction.

In considering the motion for *certiorari,* Mr. Justice Dickson referred to the following provisions of the Labour Relations Act:

S. 9(2) Where, pursuant to an application for certification under this Act by a trade union, the board has determined that a unit of employees is appropriate for collective bargaining

(a) If the board is satisfied that, at the date of filing of the application, a majority of the employees in the unit were members in good standing of the trade union; or

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

(b) If the board, as the result of taking by it of a vote of the employees in the unit, is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf;
the board, in its absolute discretion, may certify the trade union as the bargaining agent of the employees in the unit.

Further, Mr. Justice Dickson stated that, at the date of the filing of the application for certification on April 14, 1964, a majority of the employees in the unit were members of the union. The company's complaints related to the resignations from the union that occurred after the date of application. The record, for the purposes of the case at bar, consisted of the application for certification, and the Board's decision. In his view, there was nothing on the face of the record to warrant the conclusion that the Board acted without, or in excess of, jurisdiction.

Next, Mr. Justice Dickson considered the company's contention that the Board, which exercises judicial or quasi-judicial functions, failed to observe what have been called the rules of natural justice and, therefore, there was ground for *certiorari* to quash the Board's decision. This raised the broad question whether the decision reached by the Board was arrived at with due regard to the principles of natural justice; whether the methods adopted by the Board for resolving the dispute were fair and reasonable.

Referring to the statements made regarding the application of rules of natural justice to the proceedings before the administrative tribunals in *Russell v. Norfolk (Duke)*, 1 A11 ER109 and in *Local Govt. Board v. Arlidge* (1915) AC 120, Mr. Justice Dickson stated that the duty of a body exercising judicial or quasi-judicial functions is to listen fairly to both sides and to give fair opportunity to the parties in the controversy to present their cases adequately, and to correct or contradict any relevant statement prejudicial to their views. In his view, the Board in the case at bar, in the conduct of the hearing, met this test.

Mr. Justice Dickson referred to the case of *Reg. v. Ont. Labour Relations Board; Ex Parte Taylor* (L.G. 1964, p. 410), in which Chief Justice McRuer emphasized the importance of keeping firmly in mind the purpose of the legislation, and not to lose sight of the true function of the Board, in the following terms:

The paramount purpose of the legislation, insofar as it affects this case, is to provide for the selection of a bargaining agent for the employees that has the support of the majority of the employees of the bargaining unit, and the function of the Board is to provide a process by which the employees can express their wishes in a democratic manner through a properly regulated vote by secret ballot. The Legislature has conferred on the Board jurisdiction to decide all matters of law and fact leading up to certification, and its decisions are not reviewable by me unless it can be demonstrated that the Board, by its conduct, has done something in the purported exercise of its jurisdiction to deprive it of jurisdiction to continue in the matter. The Board cannot act arbitrarily. It must perform its duties according to the scheme and purpose of the statute.

Afterwards, Mr. Justice Dickson reviewed the company's four complaints.

The first was that the Board failed to give consideration to evidence before it of resignations from the union of nine employees. In the opinion of Mr. Justice Dickson, there was no evidence to support this contention. He admitted that the Board had the duty to carry its scrutiny of the bargaining unit down to the time of the hearing. Counsel for the company referred to the words "at date of application" in the Board's decision and argued that the Board, thereby, acknowledged its failure to consider events after the date of application. It appeared to Mr. Justice Dickson that there are two answers to this contention. The first, that the Board's certification of a trade union as bargaining agent must rest on either the result of a vote of employees (Sec. 9(2)(b) of the Labour Relations Act) or upon the Board being satisfied that, as at the date of filing the application, a majority of the employees were members of the union (S. 9(2)(a). The second answer lies in the fact that the effect of the purported resignations was one of the issues before the Board. In its decision, the Board stated that it "heard evidence and argument relative to the issues involved." In the opinion of Mr. Justice Dickson, it was not for the court to sit in appeal and rehear the case. The weight of evidence is solely for the board. A misdirection by the tribunal to itself in considering the evidence, or a wrong decision by a tribunal in a point of law, are not grounds on which the court can grant *certiorari*.

Furthermore, Mr. Justice Dickson added, S. 59(1)(h) of the Act specifically provides that, in any proceeding before the Board, a question arises as to whether a person is a member in good standing of a trade union, "the board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act." He concluded that he was satisfied that the Board entered upon an inquiry concerning the nine purported resignations, and that it gave full consideration to the nine letters; that the Board gave the company and the employees an opportunity to make such representations and to adduce such evidence as it or they might be advised in order to prove that the union did not have the support of the majority of the employees. Also, the judge noted that the Board held a hearing "to hear evidence as to whether or not any unfair labour practices have taken place that would affect the de-

cision as to whether or not a vote will be ordered." The Board considered whether or not there should be a vote of employees. In the opinion of Mr. Justice Dickson, a wrong decision by the Board on this point (he was not implying that a wrong decision was reached) was not a ground for *certiorari*.

Next, Mr. Justice Dickson considered the company's complaint that the Board's refusal to divulge the names of the signatories to the seven letters of the employees in which they indicated their resignation from union membership constituted a denial of natural justice. In this respect, he stated that subject to the statutory direction contained in the Labour Relations Act, and to the rules of procedure passed by the Lieutenant-Governor in Council and binding upon the Board and the general public, the conduct of the Board's proceedings rest very substantially with the Board. The Board's rule of procedure No. 6 reads in part:

6(1) Concurrently with the filing of an application for certification of a bargaining agent, the applicant shall file with the Board the material, duly certified by its secretary or other authorized officer, upon which it relies to establish its right to certification and such material shall include:

(a) a list in duplicate showing the name, address and classification of each affected employee who is a member in good standing of the applicant; . . . .

(2) Membership lists, union records and minutes of meetings filed by a trade union shall not be open to inspection by any other party to the proceedings.

Rule 8 requires an employer, served with a notice and application for certification, to file with the Board a complete nominal roll of his employees. Subsection (4) of that rule says: "Nominal rolls filed under this Rule shall not be open to inspection by any party to the proceeding."

It was within the context of these two rules that the Board refused to divulge the names of the writers of the seven letters. Counsel for the company argued that, if he had been furnished those names, he could have called those persons as witnesses and, lacking them, he was denied the opportunity to present his case adequately. Mr. Justice Dickson admitted that Rule 6 speaks of membership lists, whereas the company's complaint dealt with letters of resignation. In his view, the intention of Rule 6, subsection (2), is to shield from disclosure the names of employees who become union members, presumably to protect such employees from possible intimidation or coercion at the hands of an employer. This is in harmony with the provisions for vote by ballot contained in the rules that are designed to protect the employee from undue pressure from either the union or the employer. It appeared to Mr. Justice Dickson, consistent with such provisions, for the board to continue to preserve the cloak of anonymity when the board receives from employees, letters indicating a desire to resign from the union. By so doing, the employee is sheltered from pressure at the hands of the union. Mr. Justice Dickson concluded that, in divulging the names, the Board would be breaching the spirit, if not the express letter, of Rule 6 of the rules to which the Board is subject.

Another company complaint was the refusal of the Board to permit the company counsel to cross examine witnesses to determine whether they were union members. In rejecting this complaint, Mr. Justice Dickson stated that the avowed purpose of the Act is "to promote equitable relations between employers and employees." In his view, it is difficult to conceive a situation less likely to achieve this purpose than to subject employees to cross examination in public by the company counsel on whether they are or were members of the union. In *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174) before the Supreme Court of Canada, references were made to the right of cross examination of witnesses before administrative boards. However, the essence of the *Globe Printing* decision lay in the refusal of the Board to hold a hearing to determine whether the applicant represented the necessary percentage of employees. Mr. Justice Dickson noted that in the case at bar, there was not a refusal to hold such a hearing, but the refusal to permit counsel for the company to ask certain questions during the course of the hearing. In *Re Jackson and Ont. Labour Relations Board* (L.G. 1955, p. 326), Chief Justice McRuer stated:

Much is said about the right to cross examine witnesses who may supply evidence before an administrative board, but I do not think any of the authorities go so far as to state that all witnesses must be submitted for cross examination.

In the case at bar, Mr. Justice Dickson stated that counsel for the company was not denied the right to examine witnesses who appeared before the Board. He was denied only the right to probe concerning their union affiliation. Section 9(4) of the Labour Relations Act provides in part: ". . . the board may prescribe the nature of the evidence to be furnished to the board." In conclusion, Mr. Justice Dickson stated that the refusal of the Board to permit cross examination of witnesses to determine whether they were union members, was not a violation of natural justice.

Finally, Mr. Justice Dickson considered the company's complaint that the Board entered upon an inquiry as to whether the company had been engaging in unfair labour practices when the Board was aware that the applicant

had previously been found by a court of competent jurisdiction not to have been engaging in unfair labour practices. He noted that Sections 4, 5 and 6 of the Labour Relations Act deal with the subject of unfair labour practices. He stated that he could not conclude that the Board acted without jurisdiction, or in excess of jurisdiction, in making an inquiry respecting unfair labour practices. The purpose may have been to determine whether the purported letters of resignation were voluntarily sent or elicited through coercion, or whether there was or was not such a real doubt regarding a majority of employees approving certification of the union as would warrant a ballot.

Further, Mr. Justice Dickson stated that whatever may have prompted the board to enter upon the inquiry, it was acting within its express jurisdiction and in no respect was it prevented from so doing by Cousley, P.M.'s finding that related to an inquiry for a different purpose with a different standard of proof and different witnesses.

In conclusion, Mr. Justice Dickson upheld the certification order on the ground that the Board acted within its jurisdiction and in no way breached the rules of natural justice. *Payfair Stores Ltd. v. Retail Clerks Union Local No. 832 and Manitoba Labour Board,* (1965) 51 W.W.R., Part 8, p. 472; CCH, Canadian Labour Law Reporter, para. 14,061.

Quebec Court of Queen's Bench . . .

. . . upholds Labour Relations Board's right to cancel certification, order new hearing

On June 26, 1964, the Quebec Court of Queen's Bench upheld the decision of the Superior Court and refused to grant three writs of prohibition against the Quebec Labour Relations Board. The Court held that, when the Board, by an oversight, certified a union as a bargaining agent for employees of another employer than the one referred to in the union's application, the Board, in cancelling its decision and ordering new hearings, did not exceed its jurisdiction and, therefore, the granting of a writ of prohibition was not justified.

Apparently, three unions applied for certification as bargaining agents for employees of Pierre Desmarais. By mistake, the certification granted by the Board covered the employees of Pierre Desmarais Inc., instead of employees of Pierre Desmarais. When the union noticed the mistake, it withdrew from certification and, thereupon, the Board cancelled its certification order, fixed the date for rehearing of the original applications for certification, and informed the proper employer, that is, Pierre Desmarais, accordingly.

When new hearings before the Board started, Pierre Desmarais applied to the Superior Court for writs of prohibition to stop the proceedings before the Board. The Superior Court refused the request and its ruling was appealed to the Court of Queen's Bench.

On appeal, Mr. Justice Bissonnette, in his reasons for judgment, referred to two documents on which the appellant based his contention of excess of jurisdiction on the part of the Board.

The first document was the renunciation by the union of its certification issued October 21, 1963 as a bargaining agent for the employees of Pierre Desmarais Inc., and the request for the hearing of its application for certification as a bargaining agent of the employees of Pierre Desmarais.

The second document was the decision of the Labour Relations Board on November 20, 1963 cancelling its previous certification order and restoring the situation to the time when the original requests for certification were made.

Desmarais claimed that the Board exceeded its jurisdiction for the following reasons:

(1) Before rendering its decision of November 20, 1963, the Board should have given the interested parties at least five days' notice to allow them to be heard.

(2) The Board had no valid legal reason for cancelling the certification order of October 21, 1963.

(3) The Board, having rendered its certification order of October 21, 1963, was without jurisdiction to reconsider the same applications for certification and to summon the parties to attend the hearings before the Board that would result in new orders on the subject matter already decided by the Board.

In the opinion of Mr. Justice Bissonnette, the Board did not exceed its jurisdiction. Pursuant to Section 41 of the Labour Relations Act (R.S.Q. 1941, ch. 162A)*, the Board may, for cause, revise or cancel its decision. In his view, no cause could be more decisive than the correction of the Board's own error. The Board had a duty to correct such an error, even on its own initiative. Further, when the Board issued a certification order with regard to Pierre Desmarais Inc., it did not impose on Pierre Desmarais, as such, any obligation and did not deprive him of any right. Because of its error, the Board acted as if Desmarais was not a party before the Board.

Further, Mr. Justice Bissonnette held that, by giving to the renunciation of certification by the union a retroactive effect, the Board placed the parties concerned in the position they were in when the original applications for certification were made. As Pierre Desmarais did not acquire any rights, the Board

* At present Section 117 of the Labour Code (1964, 12-13 Eliz. II, ch. 45).

had not done any wrong to him; consequently, Section 41b* of the Labour Relations Act regarding five days' notice before rendering a decision on the cancellation, was not applicable. Further, the appellant had no sufficient legal right to apply for prohibition. Such application could be made only by those who acquired some advantages, or who were wronged by cancellation of the decision. Finally, as the Board can always, for cause, cancel its decision, therefore it had the power to do so when an application was made to this effect.

The Court, in a unanimous decision, rejected the appeal and upheld the right of the Labour Relations Board to cancel its decision and to start the certification proceedings. *Desmarais v. Commission de Relations Ouvrières de la Province de Québec, et Montreal Printing Pressmen and Assistants' Union, Local 52, et Pierre Desmarais Inc.*, . . . R.J.B.R., No. 4, p. 269.

Recent Regulations under Provincial Legislation

Alberta issues new general vacation order and revises 11 special minimum wage and hours of work orders for particular industries

Alberta Labour Act

The Board of Industrial Relations has issued a new general vacation order, and has revised the minimum wage order for female telephone operators in small exchanges, and the hours of work and minimum wage orders for commercial travellers, truck drivers and the taxicab and ambulance industries. Six other special hours of work and minimum wage orders for particular industries were also revised. The new orders were gazetted on July 31.

The new vacation order will go into force on January 1, 1966 replacing a general vacation order issued in 1958, and three special orders governing vacations with pay in the coal mining industry, the building construction industry and the highway, pipeline and heavy construction industries.

Five of the hours of work and minimum wage orders—those covering employees in highway construction, geophysical exploration, oil well service, land surveying and the logging and sawmill industries—amend previous exemptions from the general hours and overtime standards. In the revised orders, maximum monthly hours at straight-time rates have been reduced from 208 to 191 hours, with corresponding amendments in the overtime requirements. These changes were introduced because the 44-hour weekly standard, now in effect in places with a population of over 5,000, is to be extended to all parts of the province on January 1, 1966.

Annual Vacations (Alta. Reg. 385/65)

The new general vacation order will go into force on January 1, 1966. It will apply to all employees in the province except farm workers, domestic servants, employees employed for eight hours or less a week, insurance agents, real estate agents and salesmen, stock and bond salesmen, and commercial travellers paid entirely on a commission basis.

The main provisions of the new order are similar to those in the general vacation order issued in 1958. Employers are required to give employees two weeks' annual vacation with regular pay after a year of employment. To be entitled to an annual vacation with pay, an employee must have worked at least 90 per cent of the regular working days in the establishment.

The annual vacation must be granted not later than 12 months after the date of entitlement, and the employee must be paid his vacation pay at least one day prior to the beginning of the annual vacation.

An employee who has worked less than the prescribed working time for a year's service and continues to work for the same employer is entitled to an annual vacation on a *prorata* basis.

If employment is terminated during a working year, every employee, whatever his length of service, must be given vacation pay in an amount equal to 4 per cent of his regular pay for the period of employment. Under the earlier general order, an employee had to work at least 30 days in order to be eligible for vacation pay on termination of employment.

The main impact of the new order will be on employees in the coal mining and building construction industries. Instead of one holiday with pay at the basic daily wage for every day worked in a calendar month, coal miners who have met the prescribed service requirements must be now granted two weeks' annual vacation with pay.

The stamp system of vacation pay credits currently in effect for the building construction industry will be dropped, effective January 1, 1966. After that date, employees must be given an annual vacation if they

* At present Section 118 of the Labour Code (1964, 12-13 Eliz. II, ch. 45).

have fulfilled the required service requirements, or vacation pay if their services are terminated.

Telephone Operators (Alta. Reg. 395/65)

The order for female telephone operators in exchanges serving fewer than 100 lines set a minimum wage of 75 cents an hour, effective September 1, 1965. This rate is to be increased to 85 cents an hour on January 1, 1966 and to 90 cents on July 1, 1966. The previous minimum was $26 a week for employees who regularly worked 40 or more hours a week and 65 cents an hour for part-time employees.

In places where operators are customarily on duty between 10 p.m. and 8 a.m., and are provided with sleeping accommodation on the premises, 10 hours on duty will again be considered the equivalent of eight hours of work.

Part-time operators are to receive a minimum of two hours' pay even though they do not work two hours.

Taxicab Industry (Alta. Reg. 404/65)
Ambulance Industry (Alta. Reg. 405/65)

The revised orders for both the taxicab and ambulance industries increased the minimum wage of taxicab drivers, and ambulance drivers and attendants, from 85 cents to $1 an hour, effective September 1. For any period of employment of less than four consecutive hours, the minimum is now $4 instead of $3.40.

Employees in these industries are again exempted from the hours provisions of the Act, and from the overtime provisions of the general minimum wage order (179/65) by being permitted to work up to 10 hours in a day and 60 hours in a week at straight-time rates. Time and one-half must, however, be paid for work in excess of these limits.

In the ambulance industry, if employees are customarily on duty between 6 p.m. and 8 a.m. and are provided with adequate sleeping accommodation, 14 hours on duty may again be considered the equivalent of 10 hours of work.

These industries are again exempted from the general hours of work order requiring split shifts to be confined within a 10-hour period immediately following commencement of work in places with a population of over 5,000, and within a 12-hour period in the smaller centres. In the taxicab industry, a 12-hour shift is again permitted in all parts of the province. In the ambulance industry, hours of work must be confined within a 14-hour period if employees are employed between 6 p.m. on any day and 8 a.m. on the following day, and within a 12-hour period if drivers are employed during the day.

Commercial Travellers (Alta. Reg. 402/65)

The revised order for commercial travellers increased the minimum weekly wage from $34 to $40, effective September 1. As before, this minimum rate applies not only to commercial travellers employed by wholesalers, but to commercial agents and salesmen employed by them, to car, truck and bus salesmen, and to salesmen who sell mobile homes, farm machinery or heavy duty construction and road construction equipment.

These employees continue to be exempt from the hours and overtime provisions of the Act and general orders, which means that employers need not record their hours and are not obliged to pay them overtime.

Trucking Industry (Alta. Reg. 400/65)

The new trucking industry order, which went into force on July 31, the date of publication, applies to all truck drivers employed on trucks of 2,000 pounds net weight or over, and to truck drivers' helpers or swampers. The only exceptions are employees covered by an industrial standards schedule, and persons solely engaged in the trucking industry within the corporate boundaries of any city.

Employees covered by this order may be required to work up to 10 hours in a day and 50 hours in a week on a straight-time basis, provided that working hours are confined within a 12-hour period immediately following commencement of work. Under the previous order, the hours of employees working on split shifts did not have to be confined within a 12-hour period if the employer provided them with free living accommodation approved by the Board of Industrial Relations.

A new feature is that the Board may now approve plans providing for different hours and days of work for the trucking industry, or for the payment of wages on a mileage basis or some other basis or both.

Geophysical Exploration (Alta. Reg. 397/65)
Oil Well Service (Alta. Reg. 403/65)

The revised orders for the geophysical exploration and oil well service industries permit field employees to work up to 191 hours in a month on a straight-time basis. Time and one-half the regular rate must be paid for all hours worked in excess of 191, except in the first or final month of employment when the premium rate is payable for all hours in excess of 9 in a day or 44 in a week, whichever is greater.

As before, certain categories of employees whose duties are of a supervisory nature are exempted from the hours and overtime provisions.

Pipeline Construction (Alta. Reg. 399/65)

As before, the order for the pipeline construction industry takes into consideration both the part of the industry that is organized and the part that is not. The principle again followed is that the general hours and overtime standards will apply unless a collective agreement has been entered into establishing a 40-hour week.

The order provides that normal hours of work in the pipeline construction industry will be 8 in a day and 44 in the week, or the hours fixed by collective agreement where such hours are 40 in a week and a daily maximum in excess of 8. Time worked in excess of 9 hours in a day or 44 in a week, whichever is greater, or in excess of the hours established by collective agreement, must be paid for at the rate of time and one-half the regular rate. This premium rate is also payable for time worked on a day of rest.

Highway Construction (Alta. Reg. 396/65)

Effective January 1, 1966, employees in the highway construction industry may be required to work up to 10 hours in a day and 191 in a month on a straight-time basis. Overtime must be paid for all time worked in excess of these limits.

Land Surveying (Alta. Reg. 401/65)

Effective January 1, 1966, field employees in the land surveying industry may also be required to work up to 191 hours in a month at straight-time rates. Overtime will be payable for all time worked in excess of this monthly limit, and for all hours worked during the employee's days of rest. If an employee works less than 191 hours in either his first or final month of employment, he must be paid the overtime rate for all hours in excess of 44 in a week.

Party chiefs and assistant party chiefs are again exempted from the hours and overtime provisions.

Logging and Sawmill Industry (Alta. Reg. 398/65)

The order for the logging and sawmill industry applies in rural districts more than 10 miles from any cities, or in towns and villages with a population of less than 1,000.

It permits employees in rural areas to work up to 9 hours in a day and 191 hours in a month at straight-time rates during the period from November 1 to March 31. With the approval of the Board, hours may also be extended during the period June 1 to October 31 in areas where, because of climatic conditions, operations cannot be carried on during the winter months.

Employees who work beyond the prescribed limits must be paid overtime for all time worked in excess of 9 hours in a day or 191 in a month, whichever is greater.

Orders Rescinded

Three orders permitting elevator repair crews and employees on irrigation projects to work longer hours during specified periods of the year were repealed, effective January 1, 1966 by Alta. Reg. 386/65 gazetted on July 31.

The repeal of these orders (Alta. Reg. 369/57, Alta. Reg. 383/57 and Alta. Reg. 367/57) means that, after January 1, the general hours standard—8 in the day and 44 in the week—will apply to these employees.

Manitoba Licensed Practical Nurses Act

In Manitoba, new regulations under the Licensed Practical Nurses Act raising the minimum gross fees and minimum salaries of practical nurses were gazetted on July 31 as Man. Reg. 69/65 and went into force on August 1.

The minimum gross fee to be charged by a licensed practical nurse who is hired on a daily basis has been increased to $11 for an 8-hour day and $14 for a 10-hour day. The minimum gross fee for a 12-hour day is now $17 and for a 20-hour day, $20.

The minimum salary of a licensed practical nurse paid on a monthly basis has been increased from $215 to $230 a month. The minimum for a practical nurse holding a provisional licence was also increased by $15 to $220 a month.

A licensed practical nurse employed by the month or other period in excess of a month may not be required to work more than 8 hours in a day or 80 hours in any two-week period. If hours are exceeded, she must now be recompensed at the regular rate.

Ontario Pension Benefits Act

The Ontario Pension Benefits Act, 1965, was proclaimed in force on July 30, and the first regulations issued under the new Act were gazetted on August 7 as O. Reg. 188/65.

The regulations set out the information to be included in annual returns in respect of registered pension plans, and also placed certain restrictions on the types of investments that may be made with funds of registered pension plans.

Ontario Workmen's Compensation Act

New regulations under the Ontario Workmen's Compensation Act set out the information to be included with applications for independent operator coverage.

The new regulations (O. Reg. 176/65) were gazetted on July 24.

Monthly Report of Placement Operations of the National Employment Service

Number of placements in August was 121,600, an increase of 9.1 per cent over August 1964 and 2.9 per cent above the average for the past five years. Cumulative total since January, 795,000

Local offices of the National Employment Service reported 121,600 placements during August, 9.1 per cent more than in August 1964. This total was 2.9 per cent above the average for the month of August during the previous five years.

The regional distribution of August placements and the percentage change from August 1964 were:

Atlantic	7,900	+15.2
Quebec	26,700	+12.2
Ontario	42,500	+ 5.6
Prairie	20,500	+19.1
Pacific	23,900	+ 2.8
Canada*	121,600	+ 9.1

Regular placements (those with an anticipated duration of more than six working days) totalled 82,900, an increase of 13.8 per cent over August 1964. The proportion of regular placements to all placements increased from 65.4 per cent in August 1964 to 68.2 per cent for August 1965. This is the highest ratio recorded for the month of August since 1957.

The cumulative total of all placements from January to August 1965 was 795,000, an increase of 2.8 per cent over the same period in 1964.

The regional distribution of cumulative totals, and the percentage changes from 1964 were:

Atlantic	57,100	+4.3
Quebec	206,600	−3.3
Ontario	271,800	+3.6
Prairie	148,200	+5.7
Pacific	111,300	+8.9
Canada	795,000	+2.8

Male placements totalled 78,600, an increase of 12.5 per cent over August 1964, with all regions participating in the increase. Regular placements at 52,200 increased by 20.0 per cent, while casual placements decreased by 7.2 per cent.

The regional distribution of male placements and the percentage change from 1964 were:

	August 1965		Jan.-Aug. 1965	
Atlantic	5,500	+28.6	39,300	+ 5.2
Quebec	18,500	+14.0	150,200	− 2.6
Ontario	26,400	+ 5.8	181,200	+ 4.8
Prairie	14,400	+19.6	104,600	+ 7.1
Pacific	13,900	+11.8	71,200	+17.0
Canada*	78,600	+12.5	546,500	+ 4.5

Female placements at 42,900, increased by 3.4 per cent over August 1964, with only the Atlantic and Pacific regions recording decreases.

The regional distribution of female placements, and the percentage change from 1964 were:

	August 1965		Jan.-Aug. 1965	
Atlantic	2,400	− 6.6	17,800	+2.5
Quebec	8,200	+ 8.4	56,400	−5.3
Ontario	16,100	+ 5.3	90,600	+1.3
Prairie	6,100	+18.0	43,600	+2.4
Pacific	10,000	− 7.6	40,100	−3.1
Canada*	42,900	+ 3.4	248,400	−0.7

Placements involving the movement of workers from one area to another totalled 6,700. This was an increase of approximately 2,000 over August 1964. The proportion of such transfers to total placements increased from 4.2 per cent in August 1964 to 5.5 per cent in 1965.

Transfers-out, by region, were:

Atlantic	700
Quebec	2,100
Ontario	2,700
Prairie	300
Pacific	900
Canada	6,700

Employers notified local offices of the National Employment Service of 163,600 vacancies during August 1965, an increase of 14.2 per cent from August 1964. This figure was also 13.8 per cent above the average for August in the previous five years.

The increase in demand for male workers was common to all regions, with the total of 102,800 vacancies for men being an increase of 18.3 per cent over August 1964. Vacancies for women totalled 60,900, an increase of 7.8 per cent over August 1964, with the only decrease being recorded in the Pacific region.

The cumulative total of vacancies for the January to August period was 1,048,900. This was an increase of 5.7 per cent over the same period in 1964, and the highest number recorded for any comparable period since 1947.

* Imbalances are due to rounding.

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of July down 10 per cent from a year ago, but up slightly from June 30. Male claimants 58 per cent of total, compared with 63 per cent in July 1964

Claimants for unemployment insurance benefit on July 30 numbered 184,400, slightly more than 180,700 reported for June 30, but about 20,000, or 10 per cent, less than the total of 205,300 on July 31 last year.

The increase during July was made up of females, but the decrease compared with a year ago was accounted for by a reduction in the number of claimants. Males made up only 58 per cent of the total claimants on July 30, compared with 63 per cent on the corresponding date last year.

Initial and Renewal Claims

There were 86,100 initial and renewal claims during July, compared with 72,000 in June and 108,900 in July 1965.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 118,200 for July, 152,800 for June and 135,200 for July 1964.

Benefit payments amounted to $11,800,000 in July, $16,200,000 in June and $14,100,000 in July 1964.

The average weekly payment was $23.83 in July, $24.14 in June and $23.67 in July 1964.

Insurance Registrations

On July 31, insurance books or contribution cards had been issued to 4,431,316 employees who made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 340,800, a decrease of 144 since June 30.

Enforcement Statistics

During July, 8,276 investigations were conducted by enforcement officers across Canada. Of these, 5,646 were spot checks of claims to verify the fulfilment of statutory conditions, and 711 were miscellaneous investigations. The remaining 1,919 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 309 cases, 113 against employers and 196 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 744.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled $33,597,-133.92, compared with $31,644,007.71 in June and $30,367,926.63 in July 1964.

Benefits paid in July totalled $11,828,-778.54, compared with $16,329,491.12 in June, and $14,085,931.99 in July 1964.

The balance in the Fund on July 31 was $59,804,362.20, on June 30 it was $38,036,-006.82, and on July 31, 1964, it was $558,509.40.

* These do not necessarily relate to the investigations conducted during this period.

An increase of about 12,000 in the number of claimants in Ontario during July was partly offset by declines elsewhere in Canada. In comparison with a year earlier, there were fewer claimants in all provinces except Manitoba, where there were slightly more. The increase in Ontario was connected partly with layoffs in manufacturing, either for annual vacations or model changeover.

Some 32,800 persons were separated from employment and filed initial claims (excluding claims from persons exhausting benefit and seeking re-establishment of credits) for benefit during June, in comparison with 37,800 during June 1964. Three quarters of the claims during June were in Quebec and Ontario, where claims from persons separated from employment in manufacturing accounted for about a third of the total claims for the whole country.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2476, March 11, 1965

Summary of the Main Facts

The claimant filed a renewal application for unemployment insurance benefit at the Simcoe, Ont., office on September 9, 1964. He had worked as a press operator for M . . . Limited, Toronto, Ont., at an average piece rate of $2.50 an hour from June 25, 1964 to August 21, 1964.

His reason for separation from this employment reads: I asked for my release because it's too far to drive, and I'm going back to Brantford. I have been capable and available for work since 21 Aug. 64.

In the confirmation of separation (Form UIC 479) the employer stated that the claimant had quit of his own accord.

In response to a request from the local office on September 23, 1964 for further information, the claimant replied the next day as follows:

I resided in Toronto, Ont., when I was working there. My family were living in Waterford. I came home each weekend. I could not continue paying my board in Toronto, driving a car for transportation and keeping my wife and three children in Waterford. I could have stayed on in Toronto with M . . . Limited until my recall to the plant in Brantford, but since my living expenses were so high and I did not like the Toronto area, I came home.

I had no idea when M . . . Limited in Brantford would recall me, but I knew it would be soon.

On 24 September/64, I commenced work with M . . . Limited in Brantford. All fringe benefits, such as sub, pension, hospitalization, etc., were continued by the Toronto firm, the only change was my seniority rights at the Toronto plant.

The insurance officer disqualified the claimant and suspended benefit from September 6, 1964 to September 26, 1964, inclusive, on the ground that he had voluntarily left his employment with the said company on August 21, 1964 without just cause (Section 60(1) of the Act).

The claimant appealed to a board of referees on October 5, 1964, and stated:

. . . After I was laid off from M . . . Limited in Brantford on April 10, I started working for C . . . in Brantford Monday April 13/64. After I was laid off on June 19 from C . . . I went to Toronto to try and find employment. I was successful in obtaining employment in the M . . . Limited Toronto plant as a press operator. After a few weeks employment in M . . . Limited in Toronto, I was gradually going in the hole. This was caused by keeping a home in Waterford while, at the same time, I was living and boarding in Toronto. Finally after eight weeks of this condition I asked for my release from the M . . . Limited in Toronto. I consider this to be a justifiable reason for leaving Toronto. . . .

A board of referees heard the case in Brantford, Ont., on October 26, 1964. The claimant attended the hearing along with his representative, L. E. Jaques, who is an official of Local 458, United Automobile, Aerospace and Agricultural Workers of America (U.A.W.). The unanimous decision of the board of referees, reads:

The evidence in the submission was very carefully considered by the Board. In addition, the representation made by Mr. Jaques on the claimant's behalf was also deliberated upon.

The facts are, that the claimant, who must be given credit for trying to keep himself employed until he should be recalled by M . . . Limited in Brantford, got a job with M . . . Limited in Toronto, at a wage of approximately $100 a week. It was brought out that his expenses were $20 for board, and $9 a week for transportation costs to his home in Waterford. The claimant claims to have found that his expenses in Toronto left too little for maintenance of his family at Waterford, the take-home amounting to approximately $50-$55 a week.

Exhibit 5, being a confirmation and separation form completed by the employer, while it confirms the facts in the submission, was also considered.

. . . The board is of the opinion that the earnings that the claimant was able to devote to the maintenance of his family, were in all the circumstances adequate for the purpose, and that he would be justified in staying on in Toronto until he was recalled to the Brantford plant on 24 September.

. . . The claimant's appeal is disallowed and the decision of the Insurance Officer is upheld.

The aforementioned Union, of which the claimant is a member, appealed to the Umpire on November 24, 1964. The appeal reads:

We are appealing on the grounds that in our opinion the (claimant) quit his job for just cause, and not in violation of Section 60 (1) of the Act. The (claimant), after a period of two months employment at M . . . Limited in Toronto, was in effect taking home earnings that amounted to less than $1.50 an hour. We are of the opinion that no employee can be downgraded from an average of $2.50 an hour to less than $1.50 an hour within a matter of eight weeks.

The reason for the employee receiving less than $1.50 an hour was because he had to maintain two places of residence, one in Waterford for his wife and family, and one for himself in Toronto. There was no point in his moving his wife and family to Toronto because he knew that he would be employed there temporarily, and would be returning to his own job when it opened up . . . at M . . . Limited in Brantford, in which he has seniority.

The Union requested an oral hearing that was held in Toronto on February 12, 1965. The appellant was represented by L. E. Jaques, and the Unemployment Insurance Commission by one of its solicitors, P. Bozowsky.

Considerations and Conclusions

The board of referees were unanimous in deciding that the claimant had failed to prove he had just cause for voluntarily leaving his employment in Toronto, and the facts on record are sufficient to justify the board's conclusion.

According to the jurisprudence established by the umpire in several decisions, the fact that a claimant's wages are alleged to be low in relation to the cost-of-living does not, as a general rule, constitute "just cause" for voluntarily leaving his employment. This is particularly true when, as in this case, the claimant has adduced no proof to show (a) that the conditions under which he had agreed to work were not observed by his employer, and (b) that he had a definite prospect of other employment in the very near future.

In view of the above, I consider that the claimant was rightly disqualified by the insurance officer pursuant to section 60(1) of the Act. However, after taking into account that, as stated in the decision of the board of referees, the claimant "must be given credit for trying to keep himself employed" after he was laid off in Brantford, I decide to reduce the disqualification period to one week commencing on September 6, 1964.

But for the reduction of the disqualification period, the Union's appeal is dismissed.

Decision CUB 2488, May 6, 1965

Summary of the Main Facts

The claimant, who resides in Lindsay, Ont., filed an initial application for benefit at the Lindsay office on June 8, 1964 and was registered for employment as a printer's helper. According to the application, she had worked for R . . . Company in Toronto, from September 1962 to April 17, 1964, when she voluntarily left to accompany her husband, who wanted to obtain work outside the city. They moved on June 4, 1964. She held the occupation of machine operator with the aforementioned company and her rate of pay was $1.30 an hour. The claim was allowed.

On November 30, 1964, the local office notified the claimant of an offer of continuing employment with B . . . Limited, Lindsay, working on looms at a wage of $1.15 an hour, that was reported to be the prevailing rate of pay in the district for that type of work. The hours of work were eight a day and 40 a week, night work. In regard to the claimant's non-acceptance of the offer, the local office commented:

> On November 30, 1964, the employment officer offered chance of interview to the a/m claimant for employment on the night shift (11 p.m.-7 a.m.) at B . . . Limited. She did not accept. Employment considered suitable.

The local office wrote to the claimant on December 2, 1964 asking her to state her reasons for refusing the opportunity of an interview for employment. Her written reply of December 4, 1964, reads:

> . . . I did not refuse an interview for employment. I refused the 11 p.m. to 7 a.m. shift. I would gladly take a day shift job at no less than $1 an hour. Almost any type of work. For the last 12 years, I have always worked the day shift. I have never worked the night shift.

The insurance officer disqualified the claimant and suspended benefit from November 29, 1964 to January 9, 1965, inclusive, on the ground that she had, without good cause, refused or failed to apply for the employment with B . . . Limited, or failed to accept it when it was offered to her (section 59(1)(a) of the Act).

The claimant appealed to a board of referees on December 14, 1964 and stated:

> . . . My reason for appeal is I feel that 11 at night to 7 in the morning is not suitable employment as you stated in your letter. Therefore, I feel I have a very strong argument on that point alone. As I have stated before, I would take most any type of work providing it was days . . .

The unanimous decision of the board of referees which heard the case in Oshawa, Ont., on January 13, 1965 reads:

> The claimant did not appear before the board. No new evidence was submitted and the board reviewed the submission . . .
>
> The board feels that permanent night work in a factory from the hours of 11 p.m. to 7 a.m. is not suitable employment for a married woman and, therefore, the board cannot agree with the reasoning of the insurance officer. The board also notes that the claimant has said she will take most any type of work provided it was days . . .
>
> Claimant's appeal is uanimously upheld and the decision of the insurance officer is rescinded.

The insurance officer appealed to the umpire on the following grounds:

> 1. The board of referees erred in deciding that this claimant had established good cause for refusing to apply for, or failing to accept the opportunity for employment, of which she was notified on 30 November 1964. The only reason advanced by the claimant at that time for refusing the opportunity was that she did not wish to work on the night shift.
>
> 2. In imposing a disqualification under section 59(1)(a), the insurance officer took into consideration the jurisprudence, particularly that in CUB 1512, and decided that she had not established good cause for refusing to apply for what was otherwise suitable employment.

3. In its decision the board of referees came to the conclusion that night work in a factory from 11 p.m. to 7 a.m. is not suitable employment for a married woman. This is a very sweeping statement and appears to have overlooked the jurisprudence on this question to which the attention of the board was invited (CUBs 520, 887, 1468, 1512).

4. It will be noted that the claimant voluntarily left her employment in Toronto on 17 April 1964, for the purpose of accompanying her husband, who was taking up residence in the vicinity of Lindsay. It must have been obvious to the claimant that the opportunities of employment in Lindsay would be much less than would be available to her in the city of Toronto. At the time this offer of employment was made to her she had been unemployed 7½ months and had resided in Lindsay, or its vicinity, for six of those months. It should, therefore, have been apparent that if she was to obtain employment in Lindsay, it would be necessary for her to adapt herself to the requirements of the labour market.

5. It is submitted that on the basis of the evidence the claimant has not established good cause for refusing to apply for an opportunity in suitable employment. It is, therefore, respectfully submitted that the board of referees' decision should be reversed.

Considerations and Conclusions

According to the jurisprudence established by the umpire in a number of cases, a married woman, as a general rule, is in the same position as any other claimant and must, therefore, adapt her home circumstances to suit the labour market.

This is particularly true when, like in this case, the claimant, after voluntarily leaving her employment in a city the size of Toronto to take up residence in an area where the opportunities of employment are substantially less, has been unemployed 7½ months and unable to secure the kind of employment she would prefer, after residing in the said area or its vicinity for six of those months.

In view of the foregoing, I consider that the employment which was notified to the claimant on November 30, 1964 is suitable, and that the reason which she advanced for refusing, or failing to apply for it, does not constitute "good cause" as required by section 59 of the Act.

I consequently decide to reverse the decision of the board of referees.

The insurance officer's appeal is allowed.

Conciliation Board Report

(*Continued from page 960*)

and the recommendations that I have made, have not been lightly arrived at, but are the result of the most careful study and earnest consideration of the problem presented to us. It is my sincere hope that both parties will give serious thought to my findings. The welfare of the industry, as a source of well-being to the community, must be kept constantly in mind. It is equally important that the human element—namely the labour force—must not be denied its rightful and legitimate demands. I truly believe that once the company will acknowledge the justice of the request by the men on this territory to be able to enjoy the benefits provided by the CN plan, and if the men themselves will accept the percentage of the plan that I have recommended, that a new and proper spirit in relationship and negotiations between the company and its employees will be evident in the future. I certainly hope that such will be the case.

All of which is respectfully submitted.

(*Sgd.*) *J. L. Dubinsky, Q.C.*
Board Member

Wage Schedules Prepared and Contracts Awarded in August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 269 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 220 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 254 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, the St Lawrence Seaway Authority, and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 2,960.00
Defence Production	137	1,310,626.00
Post Office	4	203,643.80
Royal Canadian Mounted Police	4	22,363.30
Transport	1	1,495.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made During August

During August the sum of $930.75 was collected from three contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 32 workers concerned.

Contracts Containing Fair Wage Schedules Awarded During August

DEPARTMENT OF AGRICULTURE

Charlottetown P E I: Douglas Bros & Jones Inc, installation of steam boiler, experimental farm research laboratory. *Near Elgin Man:* Macaw & MacDonald Ltd, construction of storage project on Elgin creek. *Winnipeg Man:* Roziere Construction Ltd, renovations to bldg for Dept of Forestry, agricultural research station. *Swift Current Sask:* M E Cook & Son Ltd, installation of steam heating system, soils laboratory bldg.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: Hal-Gan Enterprises Ltd, grading & landscaping of lots, Edinburgh ave. *Halifax N S:* Cameron Contracting Ltd, construction, site works & landscaping of housing units, FP 3/64 (phase 1). *Montreal area Que:* Vallieres & Cusson Enrg, exterior painting of units, Cloverdale Park & Delmar Court; W Collin Enrg, exterior painting of units, Montreal North; C E Frigon & Fils, exterior painting of units, St George Gardens & Place Gouin. *Pierrefonds Que:* Citadel P & H Corp, installation of hot water heating system, Cloverdale Park; Deschenes & Perreault Ltd, repairs to windows & soffits, Cloverdale Park.

Elliot Lake Ont: Dibb's Paint Centre, exterior painting of houses. *Oshawa Ont:* Vroom Construction Ltd, construction, site works & landscaping of units, FP 2/64. *Sault Ste Marie Ont:* S Froggett, exterior painting of units, Vets 6. *Sudbury Ont:* Barriault Painting, exterior painting of houses. *Thistletown Ont:* Noren Construction (Toronto) Ltd, construction of housing units, site improvement & sodding, FP 10/59.

Toronto Ont: Leslie L Solty & Sons Ltd, landscaping & site work for housing units, Warden ave, FP 9/59 (phase 1); Ram Mechanical Contractors, boiler room alterations, Greenwood Court apt. *Vancouver B C:* Imperial Construction Ltd, construction, site improvement & sodding of units, FP 5/64; R Fitzgerald Heating, conversion of hot water system, Broadway apt.

In addition, this Corporation awarded 26 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Jean Paul Labrecque, construction of houses, Amos reserve. *Bersimis Indian Agency Que:* Sarto Cote Construction Ltd, construction of school & staff residences, Bersimis residential school. *Caughnawaga Indian Agency Que:* Rosaire Claire Cie Ltee, construction of schools & site development, Caughnawaga day school. *Seven Islands Indian Agency Que:* L Desrosiers & Freres Inc, repairs to washrooms & showers, Seven Islands residential school.

Norway House Indian Agency Man: Dowse Sash & Door Co Ltd, supply & installation of storm sash, screens, etc, Cross Lake residential school. *Portage la Prairie Indian Agency Man:* E C Higgins & Sons Contractors Ltd, alterations & additions to Brandon residential school. *Duck Lake Indian Agency Sask:* Bergs Plumbing & Heating Ltd, heating, plumbing, structural alterations, etc, One Arrow day school.

Blood Indian Agency Alta: D D Rollins, crushing, hauling, spreading & stockpiling gravel, Blood reserve. *Hobbema Indian Agency Alta:* Didriksen Trucking Ltd, construction of road, Montana reserve; Didriksen Trucking Ltd, construction of road, etc, Samson reserve. *Lesser Slave Lake Indian Agency Alta:* E R Hammon, construction of houses, Sturgeon Lake reserve; E R Hammon, application of stucco to houses, Sturgeon Lake reserve. *Stoney Sarcee Indian Agency Alta:* Reimer & Brunner Builders Ltd, construction of houses, Sarcee reserve.

Kamloops Indian Agency B C: Ocean Park Plumbing & Heating Ltd, renovations to bathroom, Kamloops residential school. *Kwawkewlth Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, supply & installation of kitchen equipment, Alert Bay residential school. *West Coast Indian Agency B C:* Port Alberni Home Builders Ltd, renovation to kitchen & dining facilities, Alberni residential school.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Curran & Briggs Ltd, asphalt resurfacing of roads, RCAF Station. *Dartmouth N S:* Parker Brothers (1960) Ltd, exterior painting of apt, Shannon Park. *Halifax N S:* L G & M H Smith Ltd, repairs to jetty 5, HMC *Dockyard. Camp Gagetown N B:* Byron MacDonald Ltd, exterior painting of married quarters. *Chatham N B:* MacDonald Paving & Construction Ltd, joint sealing & repairs to concrete apron, RCAF Station.

Longue Pointe Que: Simard-Beaudry Inc, reconstruction of pavement, camp; J Becker Inc, renovations to heating system, COD 25. *Montreal Que:* Lloyd Construction Ltd, renovations to armoury, 710 Belair Street; Les Gicleurs F F Ltee, supply & installation of fire protection system.

Camp Borden Ont: Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *Cobourg Ont:* Malach Roofing & Flooring Ltd, reroofing of bldg 13, COD. *Kingston Ont:* Foley Construction Ltd, renovations to servery, "C" block, CASC. *Petawawa Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of married quarters, camp; Frank W Hill & Co Ltd, revision to storm sewer outfall, camp; Cribb Construction Co Ltd, construction of transformer substation, camp.

Rockcliffe Ont: Standard Paving Ltd, resurfacing of roads, married quarters, RCAF Station. *Trenton Ont:* H J McFarland Construction Co Ltd, paving of road at rear of hangars, RCAF Station. *Shilo Man:* Zenith Paving Ltd, paving of roads, camp. *Winnipeg Man:* Oswald Decorating Co, painting of hangar 4, RCAF Station. *Alsask Sask:* Peter Boorberg Enterprises Ltd, repairs to roads, RCAF Station. *Moose Jaw Sask:* Wappel Concrete & Construction Co Ltd, reconstruction of apron, RCAF Station.

Chilliwack B C: Hay Decorating Co Ltd, exterior painting of bldgs & married quarters, camp. *Esquimalt B C:* Burns & Dutton Construction (1962) Ltd, construction of crane track, HMC *Dockyard.*

DEPARTMENT OF DEFENCE PRODUCTION

Goose Bay (Labr) Nfld: J W Lindsay Construction Co Ltd, road shoulder stabilization. *Dartmouth N S:* James F Lahey Ltd, interior painting of school, (stage 4), Shannon Park married quarters; Martin & Moore Ltd, exterior painting of balconies & canopies, etc, Shannon Park married quarters; Northern Roofing & Metal Workers Ltd, repairs to roof of school, (stages 3 & 4), Shannon Park married quarters. *Debert N S:* Campbell's Plumbing & Heating Ltd, renewal of steam & condensate line in various bldgs, camp.

Halifax N S: Ralph Connor Co Ltd, repairs to terrazzo & concrete floors, gallery area, bldg S26, HMCS *Stadacona*; Martin & Moore Ltd, exterior painting of various bldgs, HMCS *Stadacona*; Nichols Contracting Ltd, replacement of steel sashes, etc, bldg D49, HMC *Dockyard*; Charles W Stone Ltd, exterior repairs to administration bldg, S17, HMCS *Stadacona*; Charles W Stone Ltd, repointing & waterproofing brickwork of bldg D49, HMC *Dockyard. Halifax & Dartmouth area N S:* Webb Engineering Ltd, repairs to boilers, etc, DND (navy) property.

Masstown N S: Gillis Co Ltd, supply & erection of fence, receiver antennae site. *Shearwater N S:* J A Burke, cleaning, sanding & finishing of floors, married quarters, RCN Air Station; Dartmouth Asphalt Co Ltd, asphalt resurfacing of supply depot loading area, HMCS *Shearwater*; T Hogan & Co Ltd, repairs to boilers, central heating plant, RCN Air Station.

Moisie Que: Mario Isacco, repairs & refinishing of swimming pool, RCAF Station; H J O'Connell Ltd, repairs to roads, RCAF Station. *Ste Therese Que:* H A Krauspe Reg'd, exterior painting of married quarters, Bouchard Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of bldg P-148. *Centralia Ont:* Riverside Construction Co Ltd, repairs to airfield runways & taxi strips, RCAF Station. *Clinton Ont:* Lavis Contracting Co Ltd, repairs to roads, RCAF Station. *Cobourg Ont:* Toronto Fence & Wire Co, dismantling, re-installation & painting of fence, COD 26; Jackson Bros Builders Ltd, exterior wall repairs & repainting of bldg 9, COD 26.

Foymount Ont: Ottawa Valley Tank Lines Ltd, application of chip seal coat to pavement, RCAF Station. *Ipperwash Ont:* Dobson Roofing Ltd, repairs to roof of bldg 26, camp. *Kingston Ont:* Amherst Painting & Decorating, repainting of bedrooms, Fort LaSalle dormitory; Welch & Johnson Ltd, replacement of boiler & conversion to oil, bldg A7, Barriefield

Camp. *London Ont:* Eggett & Co Ltd, repairs or replacement of steam traps, etc, in bldgs, COD 27. *North Bay Ont:* Pellerin Bros, exterior painting of married quarters, RCAF Station; Heinz Construction Co Ltd, repairs to chimneys, married quarters, RCAF Station.

Oakville Ont: E Hatcher & Son, exterior painting of married quarters, Surrey Park. *Oshawa Ont:* Sky Hook Construction Ltd, repairs & reconditioning of wireless antennae, wireless station. *Ottawa Ont:* Stan Dix Construction Ltd, construction of classrooms, Dept of National Defence Medical Centre. *Owen Sound Ont:* Durham Stone & Paving Ltd, road & sidewalk repairs, armoury. *Petawawa Ont:* Edmund Turcotte, removal of paving sections, etc, camp. *Picton Ont:* Quinte Aluminum Products, replacement of aluminum windows, St Barbara's school; Prosser & Co Ltd, replacement of sewage pumps & piping, Craig Barracks; William Kuypers, coating roofs of hangars, camp.

Timmins Ont: Ray St Amour, exterior repairs to walls, armoury. *Trenton Ont:* Reynard Painting Co, painting exterior trim of hangars, RCAF Station; Quinte Plumbing & Heating Co, installation of boilers in bldg 169, repair depot 6, RCAF Station; T J C Home products Ltd, supply & installation of storm doors & windows, bldg 22, RCAF Station. *Windsor Ont:* T Lawrence Kelso, general maintenance, University Avenue Armoury. *Woodstock Ont:* Kon Luksts, general maintenance, armoury. *Rivers Man:* Pearson Construction Co Ltd, construction of underground brine storage tank, CJATC camp.

Dundurn Sask: M E Cook & Son Ltd, improvement to heating distribution, married quarters, camp; Asphalt Services Ltd, repairs & seal coating of parade square, camp. *Prince Albert Sask:* Aero Decorators Ltd, repairs & repainting of bldgs, radar laboratory. *Victoria B C:* Capital City Roofing & Flooring Co, reroofing of bldg 1027, Work Point barracks. *Inuvik N W T:* J Mason & Sons Ltd, painting of radio towers, HMCS *Inuvik*.

In addition, this Department awarded 101 contracts containing the General Fair wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: Standard Paving Maritime Ltd, paving, grading, drainage & construction of wall, pier 9; J G Fitzpatrick Ltd, replacement of water side doors, shed 22, ocean terminals; Standard Paving Maritime Ltd, paving centre section of pier "A". *Montreal Que:* Simard-Beaudry Inc, construction of part of La Route-extension of University Street to Champlain Bridge.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Terra Nova National Park Nfld: Trynor Construction (Nfld) Ltd, crushing & stockpiling base course aggregate & coarse concrete aggregate.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 37 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Toronto Tp Ont: Alcan-Colony Contracting Co, construction of trunk sanitary sewer across Lyndwood Public School. *McCreary Man:* Red River Construction (1964) Ltd, construction of sewer & water system, sewage pumphouse, forcemain & lagoon. *Manitonas Man:* Red River Construction (1964) Ltd, construction of sewer & water system, sewage pumphouse, forcemain & lagoon.

DEPARTMENT OF PUBLIC WORKS

Argentia Nfld: McNamara Construction of Newfoundland, construction of ferry terminal facilities, part 1 (dock & transfer bridge). *Cape St Mary's Nfld:* All Sales Equipment Contracting Ltd, construction of access road to light station. *Carbonear Nfld:* Glen Construction Co Ltd, construction of community stage. *Ochre Pit Cove Nfld:* Glen Construction Co Ltd, wharf reconstruction. *Pleasantville Nfld:* S G Burry & Sons Ltd, repairs & painting of bldg 304. *St George's Nfld:* Glen Construction Co Ltd, construction of post office bldg. *St John's Nfld:* S G Burry & Sons Ltd, interior painting of married quarters on Whiteway & Guy sts & Anderson & Elizabeth aves. *Sandy Cove Nfld:* Glen Construction Co Ltd, wharf reconstruction.

Poverty Beach P E I: Matheson & MacMillan Ltd, asphalt paving. *Rustico Harbour P E I:* Edward MacCallum & Son, beach protection repairs. *Souris P E I:* Maritime Dredging Ltd, construction of boat harbour. *South River P E I:* Matheson & MacMillan Ltd, wharf repairs.

Arisaig N S: Colin R MacDonald Ltd, breakwater-wharf repairs. *Clarke's Harbour N S:* Carl W Smith, wharf repairs. *Halifax N S:* Nova Scotia Waterproofers Ltd, sandblasting, waterproofing & exterior painting of federal bldg, Bedford Row. *Cap aux Oies Que:* Pax Construction Inc, construction of access road to light station. *Gascons (Anse a Mercier) Que:* Henri Chapados, wharf repairs. *Hull Que:* Beaudoin Construction Ltd, installation of metal partition & acoustical tile, National Printing Bureau. *Ile a Michon Que:* Landry Construction Inc, wharf repairs.

Lac Megantic Que: Henri Louis Martel, construction of breakwater. *Marsoui Que:* Gaspe Construction Inc, wharf repairs. *Matane Que:* Wilbrod Letourneau, harbour repairs. *Montreal Que:* Janin Construction Ltee, construction of ice control structure, section 3 (floating booms, electrical system, service bldgs & paving), Canadian Universal & International Exhibition. *Quebec Que:* Legare Construction Inc, general alterations, Pollack Bldg.

Riviere du Loup Que: Tracy Construction Inc, wharf repairs. *Ste Anne des Monts Que:* Henri Caron, repairs to protection works. *St Godefroi (Riviere Nouvelle) Que:* Edgar Anglehart & Philippe Roy, construction of landing. *St Simeon Que:* Arthur Deschenes, wharf repairs. *St Simeon East Que:* Fernand Belanger & Adeodat Poirier, wharf repairs. *Sept Iles Que:* L Desrosieres & Freres Inc, harbour repairs & improvements.

Kingston Ont: R E Harding Ltd, rebuilding roof, bldg C22, penitentiary. *Little Current Ont:* G E Coles Construction Ltd, wharf repairs. *Millhaven Ont:* Glen Lawrence Construction Co Ltd, grading, drainage & base course access road, institute. *Ottawa Ont:* Standard Paving Ltd, extension to parking lot, Canadian Broadcasting Corporation Bldg; Latulippe Bros, removal of boilers, central heating plant, Cliff Street; D H I Ltd, installation of storm sash, centre block, Parliament Buildings; Ottawa Plumbing & Heating Ltd, installation of sprinkler system in basement, Hunter Bldg; A Lanctot Construction Co Ltd, conversion of heating plant, UIC Bldg, Slater Street, Postal Stations "C", Parkdale Avenue & "E", 4th Avenue; Quebec Window & Interior Cleaning Co Ltd, interior cleaning, Jackson Bldg & Annex. *Ottawa, Eastview, Ont & Hull Que:* Emmanuel Emond Ice, supply of ice to various bldgs. *Parry Sound Ont:* Grant-Mills Ltd, harbour improvements.

Port Arthur Ont: T A Jones Construction Ltd, addition to & decorating of vault, federal bldg. *Toronto Ont:* T R Services Ltd, installation of fire alarm system, city delivery bldg; Kamrus Construction Ltd, construction of post office bldg, Postal Station "L". *Warkworth Ont:* Mitchell Construction Co (Canada), construction of water filtration plant & sewage treatment facilities, institution. *Peguis Man:* T Zelmer Construction Co Ltd, construction of addition to Indian school, Fisher River Agency. *Stony Mountain Man:* Sucharov Electric Ltd, installation of yard lighting, Manitoba Penitentiary.

Winnipeg Man: Automatic Sprinkler Co (1964) Ltd, alterations to sprinkler system in sub-basement of general post office bldg. *Regina Sask:* Industrial Electric Ltd, electrical renovations, swimming pool bldgs, RCMP Barracks. *Jasper National Park Alta:* Standard-General Construction (International) Ltd, grading & drainage, mile 0-7.0 & construction of Miette River bridge, Jasper-Yellowhead Highway; Burns & Dutton Construction (1962) Ltd, construction of Meadow Creek bridge, mile 7.6, Jasper-Yellowhead Highway. *Morinville Alta:* R Holzer Construction, construction of post office bldg.

Alaska Highway B C: Don Gordon Ltd & Cantlon & Parker Construction, maintenance of Alaska Highway, mile 83.6 to mile 263.4. *Co-op Bay B C:* Todd Construction Co Ltd, float extension. *Friendly Cove B C:* Tom Gibson & Sons Contracting Ltd, construction of wharf & float. *Glacier National Park B C:* Astra Construction Co Ltd, backslope stabilization, mile 1.15 to 1.35 on Trans-Canada Highway. *Heriot Bay B C:* Victoria Pile Driving Co Ltd, harbour improvements. *Hope Bay B C:* Pacific Piledriving Co Ltd, float extension. *Vananda B C:* The Fraser River Pile Driving Co Ltd, wharf repairs.

Vancouver B C: Two Vets General Maintenance Co Ltd, cleaning services, Postal Station "D", 1535 West Broadway. *Aklavik N W T:* Yukon Construction Co Ltd, construction of nursing station. *Fort McPherson N W T:* Byrnes & Hall Construction Co Ltd, construction of school, gymnasium, apt bldg & houses. *Fort Smith N W T:* Solar Construction Co Ltd, repairs to hangar doors, RCMP. *Inuvik N W T:* R J McGee & Associates Ltd, reconstruction of wharf & improvements; Yukon Construction Co Ltd, construction of apt bldg & alterations to kitchens of single staff quarters.

Yellowknife N W T: Poole Construction Ltd, construction of medium security jail. *Ross River to Carmacks Road Y T:* General Enterprises Ltd, clearing, grading & gravelling. *Whitehorse Y T:* Bennett & White Construction Co Ltd, construction of medium security jail; Herman Kutzscher, repairs to federal housing units.

In addition, this Department awarded 67 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Port Robinson Ont: United Steel Corporation Ltd, structural & mechanical repairs & restoration of vertical lift bridge 12, Welland Canal *St Catharines Ont:* Leland Tree Service, removal of fruit trees & vines, east side, Welland Canal lands; Warren Bituminous Paving Co Ltd, paving sections of Welland Canal road, vicinity of bridge 4 & lock 3; Aiken & MacLachlan Ltd, bridging triangular gap in west tie-up wall above lock 2, Welland Canal.

In addition, The St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Gander Nfld: Curran & Briggs Ltd, overlaying runway 04-22 & taxi "E", International Airport; Jet Janitor Service & Supply, cleaning air terminal bldg, International Airport. *St John's Nfld:* Nordbec Construction Inc, installation of condenser discharge lights on runway 35 & related work, airport. *Dartmouth N S:* Urban Construction Ltd, construction of buoy workshops & ships' stores bldg, marine agency. *Medway Head N S:* Liverpool Lumber Co Ltd, construction of dwelling & reinforced concrete light tower.

Point Aconi N S: Leonard Construction Co Ltd, construction of dwellings, combined fog alarm bldg & light tower. *Sydney N S:* Bedard-Girard Ltd, installation of ducts, pullpits & cables & relocation of power supply, airport. *Charlo N B:* Caledonia Electric Ltd, installation of medium intensity runway & taxiway lighting, airport. *Dorval Que:* Stephens-Adamson Mfg Co of Canada Ltd, supply & installation of moving walk units & related work, Montreal International Airport. *St Lambert de Levis Que:* L P Gagnon Ltee, construction of monitoring station bldg & related work. *Sept Iles Que:* Bedard-Girard Ltd, installation of visual approach slope indicator system, airport. *Kitchener Ont:* Carter Construction Co Ltd, construction of taxiways, Waterloo-Wellington Airport.

Malton Ont: W L Harvey Paving Ltd, extension of car park area, control tower, Toronto International Airport. *Port Arthur Ont:* R J Ball Electric Ltd, installation of condenser discharge threshold identification lights & M1 lighting on access taxiways to runway 12-30 & aircraft apron, Lakehead Airport. *Red Lake Ont:* Wm Saskosky, development of light aircraft parking apron, airport. *Sault Ste Marie Ont:* Mutual Electric Co Ltd, installation of condenser discharge threshold identification lights, runway 29, etc.

Uplands Ont: A G Reed Ltd, installation of cable for indoor regulator equipment, airport lighting. *Fort Chipewyan Alta:* St Laurent Construction Ltd, construction of dwelling & related work. *Stony Plain Alta:* Camwil Construction Ltd, relocation of Edmonton industrial airport to Stony Plain Rawinsonde station, etc. *Castlegar B C:* Dawson Construction Ltd, extension & strengthening of runway, apron & taxiway, airport.

Hope B C: C J Dunleavy, clearing of flightway, airport. *Lennard Island B C:* Johnson Construction, demolition of dwelling & construction of single dwelling. *Port Hardy B C:* Acme Painters & Decorators, interior & exterior painting of bldg. *Spring Island B C:* Leebilt General Contractors Ltd, addition of fuel storage tanks; Commercial Painters, interior & exterior painting of bldg.

Chesterfield Inlet N W T: Romac Building Systems Ltd, construction of dwelling. *Fort Smith N W T:* St Laurent Construction Ltd, construction of monitoring station bldgs, services & related work. *Norman Wells N W T:* Yukon Construction Co Ltd, construction of storage bldgs & related work; Solar Construction Co Ltd, construction of dwellings & related work. *Yellowknife N W T:* Solar Construction Co Ltd, repairs to runways, airport.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

PRICE INDEXES

Consumer Price Index, September 1965

The consumer price index (1949=100) decreased 0.2 per cent to 139.1 at the beginning of September from 139.4 in August. The September index was 2.6 per cent higher than the September 1964 index of 135.6. The decrease resulted mainly from a 1.0 per cent reduction in the food index, with a smaller decline in the index for recreation and reading. Indexes for housing, clothing, transportation, and health and personal care were slightly higher, and the tobacco and alcohol index was unchanged.

The food index declined 1.0 per cent to 136.4 from 137.8 reflecting further price decreases for fresh vegetables, grapes, orange juice and sugar. Prices were lower also for a variety of other items including coffee, apples, peaches, canned tomatoes, poultry and sirloin steak. Prices were higher for eggs, pork, round steak, blade roats, liver, imported fruits, lettuce, ice cream, lard and shortening.

The housing index increased 0.2 per cent to 141.5 from 141.2. The shelter component rose fractionally as a result of increased rent and home-ownership prices. The household operation component increased slightly with higher prices for furniture, textiles, utensils and equipment, and household supplies.

The clothing index advanced 0.6 per cent to 121.4 from 120.7 as prices for apparel and footwear rose from last month's sales levels. Higher prices were also reported for laundry, dry cleaning and shoe repair services.

The transportation index rose 0.5 per cent to 148.7 from 147.9. Higher automobile maintenance costs, as well as scattered increases in gasoline and motor oil prices, raised the automobile operation index. The local transportation index also moved up with increased bus fares in six Ontario cities. An increase in rail fares and higher bus fares in the province of Quebec moved the travel component.

The health and personal care index edged up 0.1 per cent to 176.0 from 175.8 as a result of increased prices for some personal care items.

The recreation and reading index declined 0.4 per cent to 154.0 from 154.6 as lower prices for magazines moved the reading component down 1.4 per cent.

The tobacco and alcohol index was unchanged at 122.6.

Group indexes one year earlier (September 1964) were: food 132.7, housing 138.9, clothing 119.4, transportation 141.6, health and personal care 167.7, recreation and reading 150.9, tobacco and alcohol 120.2.

City Consumer Price Indexes, August 1965

Consumer price indexes exhibited mixed movements for the ten regional cities between July and August 1965, with August indexes higher in five cities, lower in four, and unchanged in one. Movements ranged from an increase of 0.8 per cent in St. John's to a decrease of 0.4 per cent in Toronto.

Food indexes increased in five cities, declined in four and remained constant in one. Changes ranged from an increase of 2.1 per cent in St. John's to a decrease of 2.5 per cent in Toronto. Indexes for housing were fractionally higher in six cities and unchanged in four. In clothing, indexes showed mixed movements with slight increases in three cities, decreases in three, and no change in four. Indexes for transportation were higher in seven cities, lower in two, and constant in one. The indexes for health and personal care increased in six cities, decreased in two, and were unchanged in two. Recreation and reading indexes were steady in eight cities and slightly higher in two. Tobacco and alcohol indexes were unchanged in seven cities, higher in two and lower in one.

Regional consumer price index point changes between July and August were: St. John's +1.0 to 124.5*; Saskatoon-Regina +0.3 to 132.6; Edmonton-Calgary +0.3 to 130.9; Vancouver +0.2 to 135.5; Halifax +0.1 to 135.5; Toronto —0.6 to 140.5; Montreal —0.3 to 138.7; Saint John —0.2 to 137.8; Ottawa —0.1 to 139.2; Winnipeg unchanged at 135.4.

Wholesale Price Index, August 1965

Canada's wholesale index (1935-39=100) eased 0.2 per cent in August to 251.2 from the July index of 251.8, but was 2.6 per cent above the August 1964 index of 244.9. Three of the eight major group indexes were lower in August, two were higher, and three were unchanged.

The vegetable products group index declined 1.8 per cent to 215.1 from 219.1, and the textile products group index dropped 0.1 per cent to 246.0 from 246.2, and the non-ferrous metals products group index decreased 0.1 per cent to 219.1 from 219.4.

The animal products group index rose 0.8 per cent to 278.4 from 276.3, the iron products group index edged upward 0.1 per cent to 267.0 from 266.7, and wood products at 333.0, non-metallic minerals products at 191.2, and chemical products at 202.6, all remained unchanged.

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* On base June 1951=100.

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Canadian farm products prices at terminal markets (1935-39=100) moved down 3.3 per cent to 234.5 from 242.5 in the three-week period ended August 20. The field products price index declined to 172.3 from 186.0. The animal products price index eased down to 296.7 from 299.0.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in August to 344.0 from 343.7 in July, and on the base 1949=100, to 150.9 from 150.7.

The price index for non-residential building materials (1949=100) declined 0.3 per cent in August to 148.0 from 148.5 in the preceding month.

U.S. Consumer Price Index, August 1965

The United States consumer price index (1957-59=100) declined two-tenths of 1 per cent in August to 110.0. A year ago in August the index was 108.2.

A drop in food prices was responsible for the decline, the largest in nearly three years. Housing and transportation costs also showed slight declines, but clothing and medical care went up.

The drop in living costs was the first downward move since August of last year.

British Index of Retail Prices, July 1965

The British index of retail prices (Jan. 16, 1962=100) remained unchanged at mid-July from the mid-June figure of 112.7. The index was 107.4 at mid-July 1964.

The index for the food group fell by one half of 1 per cent to 112.0 from 112.5 in June. Reductions in the prices of potatoes and some green vegetables were partly offset by increases in the prices of eggs and beef.

Increases in admission charges to cinemas, and increases in prices for hair-dressing and laundering, resulted in the services group index rising by about one half of 1 per cent to 113.0 from 112.4 in June.

The index for the transport and vehicles group was unchanged at 107.6.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 204.

Ability Tests

1. ADAMS, GEORGIA (WEIN) SACHS. *Measurement and Evaluation in Education, Psychology, and Guidance* [by] Georgia Sachs Adams, in consultation with Theodore L. Torgerson, New York, Holt, Rinehart and Winston [1964] Pp. 654.

2. NUNNALLY, JUM CLARENCE. *Educational Measurement and Evaluation.* New York, McGraw-Hill [1964]. Pp. 440.

Automation

3. CALIFORNIA. COMMISSION ON MANPOWER, AUTOMATION AND TECHNOLOGY. *Hearings before the Commission on Manpower, Automation and Technology, San Francisco, California, November 19 and 20, 1964.* [San Francisco] 1965. Pp. 145.

The California Commission on Manpower, Automation and Technology, consisting of 29 members, was created by an act of the State Legislature in 1963.

4. NOVA SCOTIA JOINT LABOUR-MANAGEMENT STUDY COMMITTEE. *Automation and Worker Displacement; the Impact of Change within a Company. Adopted by Third Nova Scotia Joint Labour-Management Study Conference Held under Auspices of Institute of Public Affairs, Dalhousie University.* Halifax, 1964. Pp. 22.

"A study made by a sub-committee of the Joint Nova Scotia Labour-Management Study Committee in co-operation with the Nova Scotia Voluntary Planning Board as a contribution to joint research being undertaken by the Economic Council of Canada, the Nova Scotia Voluntary Planning Board, the Ontario Economic Council and the Conseil d'Orientation Economique du Quebec."

When automation is introduced in a firm, the individual employee may be affected. This pamphlet outlines principles under which management and labour may operate to minimize the effects of technological change on the individual employee.

Royal Commission on Health Services

The following two studies were prepared for the [Canada] Royal Commission on Health Services and published by the Queen's Printer in Ottawa in 1965.

5. BROWN, T. MERRITT. *Canadian Economic Growth. (Including Population Projections by A. Stukel).* Pp. 316.

Partial Contents: Concepts of Economic Development and Economic Growth. Theory of Economic Growth and Growth Potential. Divergencies from an Optimal Growth Path with Cyclical and Structural Unemployment. Eco-

nomic Policy for High-Level Employment and Optimal Growth. Recent Historical Record of Canadian Growth and Projection of Some of the Trends. Appendix E: Population Projections, Canada. 1961-1991 [by] A. Stukel.

6. HANSON, ERIC JOHN. *The Public Finance Aspects of Health Services in Canada.* Pp. 206.

Disabled—Rehabilitation

7. BLACK, BERTRAM J. *Guides to Psychiatric Rehabilitation; a Cooperative Program with a State Mental Hospital.* Co-operating Agencies: Altro Health and Rehabilitation Services, New York State Division of Vocational Rehabilitation, Rockland State Hospital, New York State Department of Mental Hygiene. New York, Altro Health and Rehabilitation Services, 1963. Pp. 81.

"This project evolved from the experiences of Altro Health and Rehabilitation Services in providing community rehabilitation services to patients discharged from mental hospitals and the agency's belief that a co-operative rehabilitation project with a large mental hospital would be of mutual benefit in developing more effective rehabilitation services."

8. HIRSCHBERG, GERALD GUNTER. *Rehabilitation; a Manual for the Care of the Disabled and Elderly* [by] Gerald G. Hirschberg, Leon Lewis [and] Dorothy Thomas, Philadelphia, Lippincott [1964]. Pp. 377.

Economic Conditions

9. FIRESTONE, OTTO JACK. *Problems of Economic Growth; Three Essays and Economic Projections for Canada, 1961-1991.* Ottawa, University of Ottawa Press, 1965. Pp. 196.

Contents: Economic Projections, Canada, 1961-1971; Problems of Growth and Planning. The Awkward Years, 1965 and 1966; the Problem of Continuing Economic Growth. Financial Trends and the Future of the Canadian Economy; Problems of Financing Economic Growth.

10. GREAT BRITAIN. TREASURY. *Economic Report on 1964.* London, HMSO, 1965, Pp. 32.

"Issued as a supplement to *Economic Trends* which is published monthly for the Central Statistical Office by HMSO."

Education

11. CANADIAN ASSOCIATION OF SCHOOL SUPERINTENDENTS AND INSPECTORS. *Secondary Education in Canada; a Report Prepared by Several Manitoba Members of the Canadian Association of School Superintendents and Inspectors.* Toronto, Ryerson Press [c1964]. Pp. 114.

12. CRAIK, WILLIAM WHITE. *The Central Labour College, 1909-29; a Chapter in the History of Adult Working-Class Education.* With a foreword by Sydney Hill. London, Lawrence and Wishart, 1964. Pp. 192.

The Central Labour College was founded in Oxford in 1909 to provide adult education classes for working-class men. In 1912 it moved to London where it remained until its closing in 1929. The author, who was Principal of the College from 1920 to 1924, tells the story of the College and of some of the people associated with it as teachers or as students.

13. DAUGHTREY, ANNE SCOTT. *Methods of Basic Business and Economic Education.* Cincinnati, South-western Pub. Co. [1965]. Pp. 726.

14. HOULE, CYRIL ORVIN. *Continuing Your Education.* New York, McGraw-Hill [1964]. Pp. 183.

This book was written for adults who wish to study some subject, either in class or by themselves. Information is given on effective learning habits, reading development, the art of writing, and how to prepare for examinations.

15. GREAT BRITAIN. DEPARTMENT OF EDUCATION AND SCIENCE. *Slow Learners at School.* London, HMSO, 1964. Pp. 88.

16. ONTARIO. DEPARTMENT OF UNIVERSITY AFFAIRS. *Horizons; a Guide to Educational Opportunities in Ontario beyond Secondary School, 1965-66.* [Toronto, 1965]. Pp. 48.

Provides information about courses given at universities, colleges, vocational institutes and other professional schools in Ontario and indicates costs of courses and what financial assistance is available to students.

17. QUEBEC (PROVINCE). MINISTERE DE LA JEUNESSE. *Rapport, 1960/1964.* [Quebec, 1965?]. Pp. 207.

This report covers the period of the Department's existence. In 1964 the Department and le Département de l'Instruction Publique were absorbed by le Ministère de l'Education.

Education, Vocational

18. KOTHARI, HEMRAJ, ed. *Technological Education.* 1st ed. Calcutta, Kothari Publications, 1964. Pp. 108.

A study of technical education in various countries. Contains an article, "Technical Education in Canada," by Dr. Boris Celovsky (Canada Department of Labour), and R. D. Mitchener (Dominion Bureau of Statistics).

19. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Instrumentation Technology; a Suggested 2-Year Post High School Curriculum.* [Washington, GPO, 1964]. Pp. 119.

This guide "offers suggested course outlines, sequences of technical education procedure, laboratory layouts, texts and references, and laboratory equipment lists" to be used in planning and developing programs in instrument technology.

Electronic Data Processing

20. CROWDER, NORMAN A. *The Arithmetic of Computers; an Introduction to Binary and Octal Mathematics.* Garden City, N.Y., Doubleday, 1950. Pp. 472.

21. SCOTT, THEODORE G. *Basic Computer Programming.* [1st ed.] Garden City, N.Y., Doubleday [1962]. Pp. 492.

Prepared under the direction of Educational Science Division, a division of U.S. Industries, Inc. A programmed instruction text.

Industrial Disputes

22. JAIN, HEM C., ed. *1963-64 Strike at the Irving Refinery Limited.* [Fredericton, University of New Brunswick, 1965]. 1 vol. (various pagings).

"This case material is prepared by Hem C. Jain, Assistant Professor, Business Administration and (Labour and Industrial Relations), University of New Brunswick, Fredericton, N.B., Canada. This case is a report of concrete events and behaviour and is not designed to illustrate the effective or ineffective procedures in collective bargaining."

An account of a strike between Irving Refining Limited and Local 9-691 of the Oil, Chemical and Atomic Workers Union in Saint John, N.B., which began on September 16, 1963, and ended on March 8, 1964. The union sought changes in wages and in fringe benefits to conform to "industry standards" rather than local standards. Professor Jain has included newspaper reports of the strike as well as the Report of an Industrial Inquiry Commission into the dispute, and the Memorandum of Agreement on the strike settlement of March 8, 1964.

Industrial Relations

23. GREEN, PETER GARFIELD. *Labour-Management Relations in the Construction Industry in Nova Scotia.* Halifax, Institute of Public Affairs, Dalhousie University, 1965. Pp. 60.

Contents: The Economic Significance of Construction. Management and Labour Organizations in the Construction Industry. Collective Bargaining in the Industry. Collective Agreements in the Industry. Labour Legislation and the Construction Industry. Collective Bargaining. Stability and Collective Bargaining in the Construction Industry.

24. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Labour-Management Relations in Western Europe.* Brussels [1964]. Pp. 40.

For each of seven countries (Great Britain, Western Germany, France, Italy, Netherlands, Belgium and Sweden) "a brief survey is given covering the main conditions which prevail at present in such matters as trade union recognition, collective bargaining, settlement of labour disputes, joint industrial councils, works councils, shop stewards and strikes."

Labour Organization

25. COLLINS, JOHN JAMES. *Never Off Pay; the History of the Independent Tanker Union, 1937-1962.* Foreword by Emory Scott Land. New York. Fordham University Press [c.1964]. Pp. 339.

Tells the story of 25 years of industrial peace existing between independent tanker unions and employers in the East Coast tanker industry.

26. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Brief History of the International Trade Union Movement.* [3rd rev. ed.]. Brussels [1964]. Pp. 56.

A brief introduction to the international trade union organizations that preceded the ICFTU. Relates the history of that organization up to 1963.

27. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The ICFTU: What is it; How it works; What it does?* 4th ed. Brussels, 1963. Pp. 28.

28. KRIEGEL, ANNIE. *1914; la guerre et le mouvement ouvrier français,* par Annie Kriegel et Jean-Jacques Becker. Paris, A Colin [1964]. Pp. [244].

Labouring Classes

29. ASSOCIATION DE PREVENTION DES ACCIDENTS INDUSTRIELS, Québec. *Trente-troisième rapport annuel, 1964, présenté 19 mai, 1965, Montréal. Thirty-third Annual Report, Industrial Accident Prevention Association, Quebec, May 19, 1965, Montreal.* Montreal, 1965. Pp. [27].

30. COLLINS, HENRY. *Karl Marx and the British Labour-Movement; Years of the First International,* by Henry Collins and Chimen Abramsky. London, Macmillan, 1965. Pp. 356.

31. GREAT BRITAIN. NATIONAL INCOMES COMMISSION. [*Report on*] *Agreements of November-December 1963 in the Engineering and Shipbuilding Industries. (Final).* London, HMSO, 1965. Pp. 126.

Sir Frederick Geoffrey Lawrence, Chairman.

A detailed examination of the wage structure in the engineering and shipbuilding industries and of payments made to their workers to determine whether or not the agreements under study were in the national interest. ("The engineering industries include firms concerned with the manufacture, installation, maintenance and repair of goods made mainly of metal, and the fabrication of articles of plastic material.")

32. INTERNATIONAL JOINT SEMINAR ON THE ADAPTATION OF RURAL AND FOREIGN WORKERS TO INDUSTRY, WIESBADEN, GERMANY, 1963. *Adaptation of Rural and Foreign Workers to Industry, International Joint Seminar, Wiesbaden, 10-13 December, 1963. Final Report.* Paris, Manpower and Social Affairs Directorate, Social Affairs Division [OECD] 1965. Pp. 229. At head of title: *International Seminars,*

1963-4. Supplement to the Final Report. Paris, 1965. Pp. 183.

The seminar gave employers' organizations and unions an opportunity to exchange views on migrant labour. The supplement contains case studies for consideration by the participants.

33. O'CONNOR, HARVEY. *Revolution in Seattle, a Memoir.* New York, Monthly Review Press, 1964. Pp. 300.

The author, a journalist, gives a first-hand account of the activities of the Socialist Party and of the Industrial Workers of the World in Seattle, Washington, during the first two decades of this century.

Management

34. SIMON, HERBERT ALEXANDER. *The New Science of Management Decision.* [1st ed.] New York, Harper [1960]. Pp. 50.

Professor Simon is an authority on the use of electronic computers in decision making. This book consists of lectures on the results of his research in this field and its implications for American business.

35. STANFORD RESEARCH INSTITUTE. INTERNATIONAL INDUSTRIAL DEVELOPMENT CENTER.

Managers for Small Industry, an International Study [by] Joseph E. Stepanek, senior industries specialist. Glencoe, Ill.; Free Press, 1960. Pp. 245.

This book is intended for government officials, technical assistance personnel, investors, and others in underdeveloped countries. Its purpose is to help in converting "tradition-minded managers into modern-minded, efficient managers" by telling about management development training courses.

Occupations

36. ASHWORTH, JOHN. *Careers in Accounting.* New York, H. Z. Walck, 1963. Pp. 109.

Describes what accountants do in business, public practice, government and teaching. Discusses personal and educational qualifications and opportunities in the field.

37. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerceman, 1965. Feature: Career Opportunities in Commerce.* Kingston, 1965. Pp. 54.

Contains articles on career opportunities written for high school students planning to go on to university, and for undergraduates. The careers examined include chartered accountancy, finance, retailing, secondary school teaching, academic teaching, advertising and law.

38. U.S. BUREAU OF EMPLOYMENT SECURITY. *Career Guide for Demand Occupations.* [Rev. ed.] Washington, GPO [1965] Pp. 40.

Organization for Economic Cooperation and Development

The following four reports were prepared and issued by the OECD in Paris in 1964.

39. *Report by the British Joint Team which visted France from 29th June-3rd July, 1964, to study Retraining of Manual Workers in French Industry and in Government Vocational Training Centres.* Pp. 23.

40. *Report by the French Joint Team which visited Sweden from 24th-30th May, 1964, to study Preparation, Participation and Adaptation of Workers to Technological Change.* Pp. 21.

41. *Report by the Swedish Joint Team which visited the Federal Republic of Germany from 24th-30th May, 1964, to study Adaptation of Foreign Workers to a New Social Environment.* Pp. 20.

42. *Report by the Swiss Trade Union Team which visited the United Kingdom from 24th-30th May, 1964, to study Area Re-development and in particular the "New Towns".* Pp. 10.

Unemployment

43. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Le chômage hivernal dans l'industrie de la construction des pays membres de la C.E.E.* [Bruxelles] 1960. Pp. 51, 33, 3.

44. McGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Employment, Unemployment and Manpower. [Fifteenth Annual Conference, June 8 and 9, 1964]* Frances Bairstow, ed. [Montreal, 1964]. Pp. 158.

Contents: The Unemployment Problem, by J. P. Francis. The Composition of Unemployment in Canada, by Pierre-Paul Proulx. Meeting Canada's Manpower Challenge: Some Education and Training Implications, by John H. G. Crispo. Government Manpower and Employment Policy in Canada [by Hon. Allan J. MacEachen]. Employment Theory and Public Policy in the North American Context, by Harry G. Johnson.

45. STROMSDORFER, ERNST WALTER. *Structural Unemployment in a Local Labor Market Area: a Theoretical and Empirical Investigation of the Process of Labor Force Transformation.* Ann Arbor, Michigan, University Microfilms [1965]. Pp. 152.

"This 'O-P book' is an authorized reprint of the original edition, produced by Microfilm-Xerography . . ." Thesis—(PhD.)—Washington University, St. Louis, Mo., 1962. This study is based on an examination of unemployment conditions in St. Louis in 1961.

46. U.S. BUREAU OF EMPLOYMENT SECURITY. *The Long-Term Unemployed; Labor Force Status after Exhaustion of Benefits; a 13-State Study of Claimants who*

Exhausted Benefits under the Temporary Extended Unemployment Compensation Program, 1961-1962. [Washington] U.S. Department of Labor, 1965. Pp. 105.

Women—Employment

47. CANADA. WOMEN'S BUREAU. *Report of a Consultation on the Employment of Women with Family Responsibilities, held February 17, 1965, under the Auspices of the Women's Bureau, Department of Labour of Canada.* [Ottawa, Canada Department of Labour, 1965]. Pp. iii, 38 [5].

Texts of papers presented at the Consultation are available without charge from the Women's Bureau, Department of Labour, Ottawa 4. The Consultation met to consider four matters: 1. counselling and training for women who enter or re-enter the labour market; 2. day care services and facilities for children of working mothers; 3. provision for maternity leave; and 4. part-time work for women.

Miscellaneous

48. ANGER, WILLIAM HENRY. *Summary of Canadian Commercial Law.* Originally compiled by William H. Anger and the Honourable Mr. Justice H. D. Anger. 18th. ed. revised by Frederick R. Hume. Toronto, Pitman [1962]. Pp. 530.

49. ELLUL, JACQUES. *The Technological Society.* Translated from the French by John Wilkinson. With an introduction by Robert K. Merton. [1st American ed.]. New York, Knopf, 1964. Pp. xxxvi, 449.

Translation of *La technique; ou, l'enjeu du siècle.* The author, a French sociologist, begins by defining what he means by "technique." He discusses the relationship of technique to economics, the state, social sciences, politics, etc.

50. INMAN, MARK KEITH. *Economics in a Canadian Setting* [by] Mark Keith Inman [and] Frank Robert Anton. 2nd ed. Toronto, Copp Clark [1965]. Pp. 666.

51. KEYSERLING, LEON HIRSCH. *Progress or Poverty; the U.S. at the Crossroads.* Washington, Conference on Ecoonmic Progress, 1964. Pp. 150.

Partial Contents: Extent of Poverty in the U.S., Low Incomes above the Poverty Level, and their Impact upon Poverty itself. Income Distribution and Poverty. The Personal Characteristics of the Poor. Economic Characteristics of the Poor. Bad Housing and Poverty. Proposed Policies and Programs; Planning a Long-Range Balanced Effort.

52. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Problems and Policies in Canadian Manufacturing; a Symposium held by the Conference Board in Montreal on June 19, 1964.* Montreal [1965?]. Pp. 79.

Seven participants discussed how Canadian industry can improve its rate of growth and its competitive position.

53. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Scientific Policy in Sweden.* Paris, 1964. Pp. 66.

54. TINBERGEN, JAN. *Central Planning.* New Haven, Yale University Press, 1964. Pp. 150.

The author is director of the Netherlands Economic Institute of Rotterdam. This book deals with central economic planning, or economic planning by governments.

55. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Farm Business Analysis; Guidelines for a Suggested Program in Farm Management.* [Washington, GPO, 1964]. Pp. 19.

56. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Summary of Operations, Labor-Management Reporting and Disclosure Act, 1964.* Washington, GPO, 1964. Pp. 50.

"The Office of Labour-Management and Welfare-Pension Reports (LMWP) was organized on August 21, 1963, by the merger of the former Bureau of Labor-Management Reports and the Office of Welfare and Pension Plans."

57. U.S. SOCIAL SECURITY ADMINISTRATION. *Interviewing and Counselling.* [Washington, GPO, 1964]. Pp. 27.

58. URQUHART, MALCOLM C. ed. *Historical Statistics of Canada.* M. C. Urquhart, ed.; K. A. H. Buckley, asst. ed. Sponsored by Canadian Political Science Association and Social Science Research Council of Canada. Cambridge [Eng.] University Press; Toronto, Macmillan, 1965. Pp. 672.

59. WHITING, PERCY HOLLISTER. *The Five Great Problems of Salesmen and How to Solve Them.* [1st ed]. New York, McGraw-Hill [1964]. Pp. 291.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1 –REGIONAL DISTRIBUTION WEEK ENDED OCTOBER 18, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force	7,159	621	2,030	2,598	1,242	668
Men	5,075	451	1,459	1,805	889	471
Women	2,084	170	571	793	353	197
14–19 years	698	73	225	208	134	58
20–24 years	942	96	322	294	151	79
25–44 years	3,120	238	892	1,184	520	286
45–64 years	2,177	193	541	822	396	225
65 years and over	222	21	50	90	41	20
Employed	6,983	598	1,961	2,551	1,224	649
Men	4,945	433	1,405	1,773	876	458
Women	2,038	165	556	778	348	191
Agriculture	625	36	120	162	283	24
Non-agriculture	6,358	562	1,841	2,389	941	625
Paid workers	5,857	507	1,690	2,210	879	571
Men	4,037	359	1,186	1,503	590	399
Women	1,820	148	504	707	289	172
Unemployed	176	23	69	47	18	19
Men	130	18	54	32	13	13
Women	46	*	15	15	*	*
Persons not in labour force	6,041	652	1,791	2,042	976	580
Men	1,467	181	423	480	234	149
Women	4,574	471	1,368	1,562	742	431

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED SEPTEMBER 18, 1965, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,200	2,158	3,751	1,021	3,878	967	1,425
Labour force	7,159	698	3,631	875	1,051	682	222
Employed	6,983	652	3,571	838	1,037	670	215
Unemployed	176	46	60	37	14	12	*
Not in labour force	6,041	1,460	120	146	2,827	285	1,203
Participation rate[2]—1965, Sept. 18	54.2	32.3	96.8	85.7	27.1	70.5	15.6
Aug. 21	56.9	47.5	96.9	89.9	26.4	70.3	15.9
Unemployment rate[3]—1965, Sept. 18	2.5	6.6	1.7	4.2	1.3	1.8	*
Aug. 21	2.8	6.4	2.0	4.5	1.2	2.1	*

[1]Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The labour force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force. *Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 18, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	September 1965	August 1965	September 1964[1]
Total unemployed	176	211	217
On temporary layoff up to 30 days	*	15	10
Without work and seeking work	167	196	207
Seeking full-time work	156	182	194
Seeking part-time work	11	14	13
Seeking under 1 month	67	66	77
Seeking 1–3 months	55	74	65
Seeking 4–6 months	20	25	27
Seeking more than 6 months	25	31	38

[1]Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

*Less than 10,000.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
July	52.4	546.0	182.5							1,981.2
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December	51.4	551.5	178.4							1,978.6
1965—										
January	52.4	566.1	181.9							1,991.0
February	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March	54.2	583.2	178.7							2,035.1
April	53.1	587.3	185.1							2,070.6
May	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June*	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July†	58.3	601.0	198.3	37.4	181.7	39.4	310.9	654.2	80.8	2,193.0
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
July	50.3	549.7	177.1							1,955.4
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December	51.8	563.3	183.7							2,020.2
1965—										
January	53.0	578.5	185.9							2,063.0
February	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March	55.0	591.5	187.7							2,109.6
April	55.1	592.6	189.4							2,121.4
May	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June*	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July†	56.0	605.3	192.2	32.9	157.3	38.2	309.9	670.2	80.7	2,163.5

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

91941—9½

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June employers in the principal non-agricultural industries reported a total employment of 3,367,620. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January	129.4	207.7	89.21	122.5	201.3	92.46
February	129.5	207.9	89.30	122.6	209.4	92.07
March	130.9	210.0	90.22	124.3	214.0	94.10
April	132.1	210.8	90.55	124.6	214.2	94.18
May*	136.8	210.9	90.60	127.4	213.4	93.83
June†	140.6	211.8	90.99	130.0	213.7	93.98

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment			Average weekly wages and salaries		
	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964
Provinces				$	$	$
Atlantic Region	121.9	114.3	115.8	74.36	74.04	71.38
Newfoundland	168.8	150.2	157.4	80.26	80.70	77.51
Prince Edward Island	154.9	149.1	145.9	61.40	62.09	60.95
Nova Scotia	105.4	101.3	100.2	73.07	72.04	70.38
New Brunswick	119.3	112.1	114.5	73.05	73.29	69.42
Quebec	139.3	135.6	133.5	88.01	87.99	84.40
Ontario	143.1	140.4	135.6	94.84	94.43	90.21
Prairie Region	149.5	144.3	142.6	86.47	85.50	82.70
Manitoba	122.8	118.9	119.2	82.60	81.46	78.81
Saskatchewan	142.7	138.3	139.1	84.93	83.88	81.29
Alberta (includes Northwest Territories)	184.5	177.4	172.1	90.13	89.36	86.47
British Columbia (includes Yukon)	138.2	134.1	126.5	101.40	100.18	94.43
Canada	**140.6**	**136.8**	**133.4**	**90.98**	**90.60**	**86.62**
Urban areas						
St. John's	172.1	166.0	155.3	69.86	69.07	65.93
Sydney	79.2	77.8	80.6	85.24	78.95	85.12
Halifax	131.7	127.9	125.8	75.98	75.72	72.97
Moncton	117.2	114.4	110.5	71.81	70.18	68.11
Saint John	110.7	110.5	106.2	75.62	73.59	72.95
Chicoutimi—Jonquiere	122.1	117.7	121.1	107.54	104.82	104.58
Quebec	139.2	134.3	131.4	78.00	77.93	74.29
Sherbrooke	121.0	119.8	117.6	76.07	77.28	73.92
Shawinigan	117.6	112.7	108.1	94.14	94.10	93.83
Three Rivers	131.9	128.1	130.5	82.25	80.52	79.43
Drummondville	100.2	100.3	96.6	75.15	75.34	70.70
Montreal	144.4	142.6	136.9	89.51	90.23	86.05
Ottawa—Hull	153.8	150.1	144.5	84.64	83.53	80.83
Kingston	147.7	144.5	139.5	89.29	89.32	87.88
Peterborough	115.1	113.1	109.4	98.32	97.91	94.46
Oshawa	250.2	253.8	225.9	115.00	117.08	106.61
Toronto	156.5	155.1	151.0	94.37	93.93	90.88
Hamilton	136.1	133.2	127.8	100.00	99.82	95.47
St. Catharines	138.0	137.3	124.0	106.56	109.50	100.52
Niagara Falls	118.5	115.4	115.8	91.59	91.70	83.88
Brantford	106.8	105.8	95.0	90.36	90.03	83.24
Guelph	152.1	148.5	131.4	86.00	84.92	81.66
Galt	138.4	135.7	133.8	82.44	80.75	77.44
Kitchener	161.5	157.6	149.6	84.75	83.56	81.72
Sudbury	152.3	148.6	136.1	100.33	100.24	95.92
Timmins	89.3	87.0	88.2	82.33	81.60	77.34
London	159.3	153.9	152.8	86.86	85.86	84.51
Sarnia	144.4	138.6	138.0	117.96	111.79	108.79
Windsor	99.8	99.3	86.8	111.61	109.62	101.10
Sault Ste Marie	164.6	163.7	160.3	111.28	111.32	106.62
Fort William—Port Arthur	134.5	128.3	118.4	88.98	88.80	87.97
Winnipeg	124.9	121.5	120.5	79.25	78.42	76.04
Regina	165.1	160.7	160.1	82.90	82.33	80.06
Saskatoon	166.4	163.4	159.5	79.86	79.36	78.21
Edmonton	237.2	231.2	221.6	84.19	83.21	81.35
Calgary	215.2	209.8	191.8	88.65	88.53	86.26
Vancouver	138.1	135.2	128.4	97.99	97.37	92.54
Victoria	131.2	129.4	123.8	89.77	88.59	83.37

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	June 1965[p]	3.5	0.3	2.4	9.1	27.0	12.4	0.6	0.1	3.0	21.0	79.5
	May 1965[r]	1.5	0.3	2.1	6.2	19.5	10.4	0.6	0.1	2.5	19.6	62.8
	June 1964	4.8	0.1	2.9	9.8	26.2	12.4	0.3	0.3	3.0	19.8	79.7
Mines, quarries and oil wells	June 1965[p]	6.1	—	8.1	2.5	27.3	35.6	5.5	4.9	18.8	10.5	119.4
	May 1965[r]	6.0	—	8.0	2.4	26.3	34.4	5.2	4.7	18.2	9.6	114.8
	June 1964	5.0	—	8.1	2.3	25.7	35.1	5.5	4.1	18.4	9.8	113.9
Manufacturing industries	June 1965[p]	14.5	2.8	33.5	26.5	479.5	749.9	48.3	14.7	47.2	117.0	1,534.0
	May 1965[r]	12.6	2.6	32.2	25.9	468.2	739.9	47.1	14.3	45.2	113.2	1,501.2
	1964	14.0	2.5	32.2	26.5	467.9	719.0	46.3	14.2	43.2	111.9	1,477.6
Non-durable goods manufacturing	June 1965[p]	11.6	2.3	17.6	17.0	296.5	327.2	26.2	9.6	25.7	44.3	777.9
	May 1965[r]	9.8	2.1	17.0	16.6	292.0	322.2	25.4	9.4	24.5	42.0	760.9
	June 1964	11.0	2.0	17.2	16.6	292.2	327.6	25.7	9.7	23.9	43.2	769.2
Durable goods manufacturing	June 1965[p]	2.9	0.6	15.9	9.5	183.1	422.7	22.1	5.1	21.5	72.7	756.1
	May 1965[r]	2.7	0.5	15.2	9.3	176.2	417.7	21.7	5.0	20.7	71.3	740.3
	June 1964	3.0	0.5	15.0	9.9	175.7	391.4	20.6	4.5	19.3	68.7	708.4
Construction	June 1965[p]	9.3	1.7	12.6	11.2	110.4	147.1	15.3	14.8	34.9	35.9	393.2
	May 1965[r]	7.7	1.4	11.5	10.3	105.5	138.9	13.5	12.9	31.5	32.4	365.6
	June 1964	8.0	1.5	10.6	9.3	109.0	135.5	16.8	14.1	30.8	29.6	365.2
Transportation, communication and other utilities	June 1965[p]	15.0	2.5	22.4	19.9	164.4	205.8	42.5	27.6	49.0	69.8	618.8
	May 1965[r]	14.1	2.5	21.4	19.2	159.8	202.8	41.1	26.6	47.8	69.5	604.8
	June 1964	14.1	2.6	21.5	20.2	160.0	202.6	42.4	28.1	49.0	67.2	607.8
Trade	June 1965[p]	15.0	3.6	27.4	22.6	233.4	359.1	43.1	35.6	69.4	91.5	906.8
	May 1965[r]	14.6	3.6	26.8	22.0	230.8	351.9	48.3	35.2	68.4	89.8	891.5
	June 1964	14.5	3.5	26.8	22.0	221.1	344.1	46.8	34.1	65.5	84.8	863.1
Finance, insurance and real estate	June 1965[p]	1.4	0.6	5.5	4.0	68.6	102.8	11.5	7.4	13.8	21.5	237.1
	May 1965[r]	1.4	0.6	5.5	4.0	68.3	101.4	11.4	7.3	13.6	21.2	234.5
	June 1964	1.4	0.5	5.3	3.9	64.7	96.5	11.3	6.8	13.6	19.6	223.6
Service (commercial sector) [1]	June 1965[p]	5.2	1.9	12.4	8.5	134.4	209.8	25.3	14.6	40.0	56.7	508.8
	May 1965[r]	5.1	1.6	11.1	7.9	130.9	197.2	24.3	14.2	37.3	54.9	484.5
	June 1964	4.4	2.1	12.1	8.2	124.5	192.1	24.0	14.0	37.2	51.2	469.9
Total—Specified industries	June 1965[p]	70.1	13.4	124.3	104.3	1,245.1	1,822.5	198.3	119.8	276.0	423.7	4,397.5
	May 1965[r]	63.0	12.6	118.8	97.8	1,209.3	1,777.0	191.5	115.3	264.3	410.1	4,259.6
	June 1964	66.2	12.8	119.5	102.2	1,199.1	1,737.3	193.4	115.7	260.7	393.9	4,200.8

[1]Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

[p]Preliminary figures. [r]Revised. NOTE: Estimates may not add to totals due to rounding.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in Employment and Payrolls

Industries	Employment			Average weekly wages and salaries		
	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964
				$	$	$
Mining	**127.5**	**123.4**	**119.7**	**110.86**	**108.77**	**105.18**
Metal mining	145.2	141.2	135.2	112.49	110.25	105.39
Gold	61.0	60.5	65.4	92.75	92.55	86.37
Other metal	223.3	216.1	200.0	117.49	114.84	111.17
Fuels	85.9	83.8	82.5	113.84	110.11	111.46
Coal	37.9	37.8	37.9	85.54	78.56	83.91
Oil and natural gas	280.6	270.6	263.6	129.35	127.98	127.53
Non-metal	169.7	158.8	159.0	100.12	100.75	94.70
Manufacturing	**130.0**	**127.4**	**124.2**	**93.98**	**93.83**	**89.73**
Durable goods	140.9	138.1	131.7	101.94	101.74	96.98
Non-durable goods	120.8	118.4	117.8	86.21	86.11	82.95
Food and beverages	127.2	121.0	124.7	81.83	82.40	78.25
Meat products	146.7	142.8	140.3	92.34	92.72	88.21
Canned and preserved fruits and vegetables	116.7	102.3	114.8	69.04	72.67	65.37
Grain mill products	94.3	92.5	99.7	89.21	90.18	86.75
Bread and other bakery products	117.6	115.4	115.5	80.30	80.05	77.19
Distilled and malt liquors	99.7	94.0	99.4	115.48	115.85	110.38
Tobacco and tobacco products	83.9	81.9	83.5	93.94	92.91	91.30
Rubber products	116.2	122.6	118.8	92.56	95.04	92.79
Leather products	88.6	88.0	89.9	61.68	60.95	59.42
Boots and shoes (except rubber)	90.1	89.1	93.2	59.34	58.00	57.28
Other leather products	86.0	86.0	84.0	66.09	66.48	63.71
Textile products (except clothing)	93.3	92.5	91.2	75.76	75.54	72.16
Cotton yarn and broad woven goods	76.6	76.2	77.7	72.71	71.87	70.47
Woollen goods	66.8	65.5	68.3	69.68	69.09	65.67
Synthetic textiles and silk	122.2	120.5	111.2	83.61	83.41	78.79
Clothing (textile and fur)	102.1	100.9	99.8	56.79	57.01	54.63
Men's clothing	109.8	109.3	105.0	55.63	55.87	53.70
Women's clothing	111.8	111.0	108.1	56.68	57.48	54.55
Knit goods	80.0	78.3	78.2	58.49	58.27	55.39
Wood products	122.5	118.2	117.3	81.24	79.99	76.31
Saw and planing mills	123.6	118.2	120.5	84.41	82.90	78.48
Furniture	137.3	134.9	125.7	77.13	76.60	73.77
Other wood products	87.4	84.9	84.8	70.71	69.60	67.92
Paper products	138.3	136.7	134.4	107.60	106.74	105.06
Pulp and paper mills	136.7	135.9	134.6	115.34	114.68	112.83
Other paper products	142.2	138.7	133.7	90.05	88.38	86.30
Printing, publishing and allied industries	131.8	130.2	126.4	102.74	101.34	97.15
Iron and steel products	135.1	132.8	124.2	105.97	105.65	101.82
Agricultural implements	84.2	85.2	74.3	110.66	109.86	111.24
Fabricated and structural steel	188.9	184.0	160.8	106.72	105.90	105.09
Hardware and tools	137.2	134.4	130.2	94.00	92.14	88.47
Heating and cooking appliances	120.5	117.9	107.8	90.40	89.73	87.65
Iron castings	118.4	119.8	109.8	106.92	103.65	97.02
Machinery, industrial machinery	164.8	161.1	147.6	103.27	101.54	99.41
Primary iron and steel	155.4	151.9	147.5	118.23	121.30	113.57
Sheet metal products	135.5	131.1	126.0	103.57	103.54	99.60
Wire and wire products	141.1	140.2	129.8	103.01	102.57	101.56
Transportation equipment	141.1	139.3	130.1	113.70	113.88	106.43
Aircraft and parts	248.3	230.9	259.4	109.85	110.69	108.16
Motor vehicles	172.5	172.8	147.1	133.55	131.36	123.21
Motor vehicle parts and accessories	178.8	180.6	154.5	108.86	112.58	101.48
Railroad and rolling stock equipment	63.7	62.0	59.6	99.22	97.24	93.69
Shipbuilding and repairing	148.4	149.6	147.8	102.89	104.06	95.75
Non-ferrous metal products	139.0	135.7	136.5	104.51	103.63	99.09
Aluminum products	142.1	138.3	151.8	101.79	100.16	94.43
Brass and copper products	111.3	108.2	120.3	97.45	99.62	95.36
Smelting and refining	154.0	150.5	148.3	115.07	113.39	108.80
Electrical apparatus and supplies	174.2	171.7	161.3	97.90	98.47	95.88
Heavy electrical machinery	129.6	127.5	120.2	107.57	106.21	103.90
Telecommunication equipment	295.6	294.9	278.9	92.87	94.64	90.62
Non-metallic mineral products	176.0	171.0	167.5	98.98	98.88	94.73
Clay products	99.5	99.2	96.8	88.79	89.71	85.20
Glass and glass products	203.8	194.9	187.4	95.40	93.98	89.21
Products of petroleum and coal	151.2	147.1	147.4	133.85	134.03	129.55
Petroleum refining and products	154.8	150.4	150.2	134.59	134.71	130.64
Chemical products	150.7	148.3	141.9	108.69	108.34	105.04
Medicinal and pharmaceutical preparations	140.5	138.2	129.7	96.80	96.81	93.29
Acids, alkalis and salts	171.3	168.2	161.4	121.39	121.08	118.72
Miscellaneous manufacturing industries	170.5	166.4	164.4	81.01	80.22	78.62
Construction	**150.3**	**149.6**	**139.5**	**101.50**	**100.52**	**93.98**
Building and general engineering	154.4	146.4	135.4	107.13	107.30	99.75
Highways, bridges and streets	143.5	130.9	146.2	91.45	87.95	85.14
Electric and motor transportation	**163.8**	**160.6**	**152.3**	**94.80**	**94.99**	**92.78**
Service	**210.9**	**203.8**	**190.6**	**64.89**	**64.60**	**60.71**
Hotels and restaurants	179.6	171.2	165.5	48.06	48.02	45.84
Laundries and dry cleaning plants	176.3	173.0	161.9	57.15	56.90	53.93
Industrial composite	**140.6**	**136.8**	**133.4**	**90.98**	**90.60**	**86.62**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly-Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	June 1965	May 1965	June 1964	June 1965	May 1965	May 1964
				$	$	$
Newfoundland	45.7	42.6	42.4	1.56	1.74	1.55
Nova Scotia	41.1	40.8	41.5	1.76	1.76	1.72
New Brunswick	42.6	42.1	41.7	1.69	1.69	1.68
Quebec	41.4	41.6	41.6	1.89	1.87	1.83
Ontario	41.6	41.3	41.5	2.23	2.24	2.13
Manitoba	40.7	40.6	40.4	1.91	1.90	1.83
Saskatchewan	40.3	39.9	40.1	2.13	2.16	2.09
Alberta (includes Northwest Territories)	40.2	39.9	40.0	2.16	2.16	2.08
British Columbia (includes Yukon Territory)	38.2	37.8	38.1	2.59	2.59	2.45

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.4
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December	38.8	2.08	80.65	193.2	141.1
1965—January	41.0	2.08	85.34	204.5	149.0
February	40.6	2.08	84.48	202.4	147.4
March	41.3	2.11	87.07	208.6	151.5
April	41.1	2.11	86.96	208.3	151.0
May*	41.1	2.11	86.63	207.5	149.3
June†	41.2	2.11	86.87	208.1	149.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earning*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964
				$	$	$	$	$	$
Mining	**43.0**	**41.9**	**42.3**	**2.43**	**2.40**	**2.30**	**103.23**	**100.30**	**97.04**
Metal mining	43.0	42.1	42.2	2.49	2.48	2.37	107.11	104.42	99.96
Gold	42.9	43.0	43.2	2.00	1.99	1.86	85.58	85.57	80.16
Other metal	43.0	41.8	41.8	2.63	2.62	2.55	112.97	109.68	106.49
Fuels	41.7	38.9	41.9	2.26	2.25	2.18	94.00	87.61	91.53
Coal	42.6	38.6	42.9	1.96	1.95	1.91	83.26	75.30	81.74
Oil and natural gas	40.3	39.4	40.4	2.74	2.74	2.67	110.40	107.72	107.86
Non-metal	44.6	44.3	43.1	2.18	2.18	2.10	97.14	96.49	90.78
Manufacturing	**41.2**	**41.1**	**41.2**	**2.11**	**2.11**	**2.02**	**86.87**	**86.63**	**83.22**
Durable goods	42.0	41.7	41.9	2.29	2.29	2.19	95.86	95.52	91.58
Non-durable goods	40.5	40.3	40.6	1.91	1.92	1.85	77.49	77.35	74.99
Food and beverages	41.3	41.2	41.1	1.81	1.83	1.74	74.72	75.24	71.38
Meat products	41.4	41.5	41.6	2.12	2.13	2.01	87.81	88.44	83.74
Canned and preserved fruits and vegetables	37.8	39.0	39.0	1.56	1.58	1.47	59.00	61.77	57.17
Grain mill products	41.7	42.3	42.2	1.99	2.00	1.95	82.97	84.88	82.11
Bread and other bakery products	41.3	41.3	42.0	1.81	1.80	1.73	74.93	74.44	72.48
Distilled liquors	41.6	43.1	41.7	2.45	2.46	2.36	102.05	106.04	98.29
Malt liquors	41.0	40.1	39.5	2.57	2.58	2.53	105.35	103.45	100.17
Tobacco and tobacco products	37.4	37.5	38.1	2.35	2.31	2.25	87.87	86.63	85.79
Rubber products	40.7	41.3	42.0	2.08	2.13	2.06	84.65	87.98	86.55
Leather products	38.7	38.1	39.0	1.45	1.45	1.39	56.14	55.15	54.22
Boots and shoes (except rubber)	38.3	37.3	38.6	1.41	1.41	1.35	54.05	52.41	52.15
Other leather products	39.4	39.8	40.0	1.53	1.52	1.46	60.27	60.50	58.47
Textile products (except clothing)	42.1	42.1	42.3	1.63	1.63	1.55	68.77	68.58	65.48
Cotton yarn and broad woven goods	41.2	40.9	41.8	1.66	1.66	1.59	68.39	67.94	66.58
Woollen goods	42.9	43.1	42.9	1.48	1.47	1.40	63.54	63.20	60.25
Synthetic textiles and silk	42.5	42.5	42.8	1.77	1.76	1.66	75.20	74.67	70.96
Clothing (textile and fur)	37.2	37.6	37.6	1.38	1.37	1.31	51.25	51.47	49.39
Men's clothing	37.5	38.0	37.5	1.36	1.35	1.31	50.96	51.40	48.99
Women's clothing	34.5	35.5	34.8	1.47	1.46	1.42	50.62	51.68	49.39
Knit goods	41.2	41.2	41.3	1.29	1.28	1.21	53.28	52.62	50.08
*Wood products	41.5	40.9	41.2	1.86	1.84	1.76	76.92	75.37	72.72
Saw and planing mills	41.0	40.3	40.7	1.97	1.95	1.88	80.59	78.67	76.51
Furniture	42.1	42.3	41.9	1.69	1.68	1.60	71.71	71.17	67.18
Other wood products	41.9	41.5	42.6	1.56	1.55	1.47	65.52	64.24	62.72
Paper products	42.0	41.6	42.1	2.41	2.41	2.36	101.35	100.33	99.61
Pulp and paper mills	42.1	41.8	42.2	2.59	2.59	2.54	109.03	108.30	107.12
Other paper products	41.8	41.1	42.0	1.97	1.95	1.89	82.38	80.12	79.49
Printing, publishing and allied industries	39.1	38.9	39.1	2.58	2.57	2.47	101.49	99.93	96.66
*Iron and steel products	42.0	41.9	42.0	2.41	2.41	2.32	101.08	100.84	97.18
Agricultural implements	41.1	40.5	42.7	2.52	2.53	2.47	103.46	102.43	105.46
Fabricated and structural steel	42.6	42.3	43.0	2.31	2.31	2.27	98.50	97.50	97.32
Hardware and tools	43.2	42.7	43.2	2.02	2.01	1.91	87.45	85.90	82.35
Heating and cooking appliances	41.0	40.4	41.0	2.02	2.02	1.99	82.96	81.63	81.41
Iron castings	43.6	42.7	42.2	2.37	2.36	2.23	103.19	100.71	94.31
Machinery, industrial	42.8	42.5	43.3	2.29	2.26	2.19	98.12	96.25	94.80
Primary iron and steel	40.4	41.3	40.6	2.81	2.84	2.69	113.82	117.26	108.89
Sheet metal products	42.4	42.0	42.1	2.33	2.33	2.25	98.89	98.11	94.85
Wire and wire products	42.6	42.3	42.8	2.29	2.28	2.27	97.60	96.69	97.07
*Transportation equipment	42.6	42.4	42.2	2.54	2.56	2.40	108.52	108.28	101.18
Aircraft and parts	41.1	41.1	41.8	2.40	2.38	2.36	98.44	97.89	98.57
Motor vehicles	45.3	44.1	44.2	2.82	2.83	2.67	127.92	124.74	117.87
Motor vehicle parts and accessories	42.3	42.8	41.6	2.48	2.54	2.33	104.99	108.58	96.72
Railroad and rolling stock equipment	41.0	40.2	41.4	2.38	2.36	2.23	97.46	95.08	92.27
Shipbuilding and repairing	41.0	41.6	40.9	2.45	2.46	2.30	100.64	102.31	94.18
*Non-ferrous metal products	41.2	41.1	40.9	2.35	2.35	2.27	96.79	96.36	92.68
Aluminum products	42.1	41.2	41.4	2.10	2.10	2.02	88.40	86.65	83.65
Brass and copper products	41.4	42.8	41.5	2.16	2.17	2.16	89.52	92.91	89.58
Smelting and refining	41.1	40.8	40.5	2.63	2.63	2.53	108.21	107.14	102.43
*Electrical apparatus and supplies	40.8	40.9	41.5	2.09	2.09	2.03	85.33	85.42	84.40
Heavy electrical machinery and equipment	42.3	41.2	42.1	2.33	2.33	2.27	98.60	96.06	95.30
Telecommunication equipment	39.8	39.6	39.6	1.85	1.86	1.80	73.69	73.67	71.30
*Non-metallic mineral products	43.4	43.2	43.5	2.15	2.17	2.05	93.40	93.61	89.14
Clay products	42.1	42.5	43.3	1.97	1.97	1.83	82.88	83.93	79.32
Glass and glass products	41.5	40.7	40.9	2.17	2.19	2.06	90.27	89.11	84.12
Products of petroleum and coal	42.3	42.2	41.5	2.91	2.92	2.83	123.02	123.24	117.52
Petroleum refining and products	42.3	42.1	41.5	2.94	2.95	2.87	124.28	124.33	119.14
Chemical products	41.5	41.3	41.4	2.31	2.30	2.24	95.63	94.83	92.58
Medicinal and pharmaceutical preparations	40.2	40.0	40.0	1.82	1.82	1.74	73.14	72.72	69.71
Acids, alkalis and salts	41.2	41.1	41.8	2.65	2.65	2.58	109.38	108.81	107.96
Miscellaneous manufacturing industries	41.2	40.7	41.1	1.69	1.69	1.66	69.48	68.58	68.15
Construction	**41.6**	**40.9**	**41.3**	**2.38**	**2.40**	**2.20**	**98.87**	**98.16**	**90.90**
Building and general engineering	40.1	40.2	39.9	2.60	2.61	2.43	101.36	104.71	96.83
Highways, bridges and streets	44.6	42.6	43.7	1.95	1.96	1.83	87.17	83.64	80.19
Electric and motor transportation	**44.1**	**43.8**	**44.9**	**2.13**	**2.12**	**2.06**	**93.81**	**93.13**	**92.63**
Service	**36.8**	**36.6**	**37.1**	**1.27**	**1.27**	**1.19**	**46.68**	**46.60**	**44.24**
Hotels and restaurants	36.4	36.0	36.8	1.21	1.22	1.15	44.00	44.03	42.19
Laundries and dry cleaning plants	39.4	39.9	39.9	1.24	1.22	1.15	48.88	48.87	45.80

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 592, June issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
September 1960	12,239	13,796	26,035	228,632	115,358	343,990
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167	16,364	39,531	453,555	153,426	606,981
March 1965	27,436	19,898	47,334	447,673	149,274	596,947
April 1965	35,094	24,548	59,642	397,193	142,760	539,953
May 1965	38,765	26,560	65,325	277,216	124,123	401,339
June 1965	36,285	24,739	61,024	238,646	144,684	383,330
July 1965	36,995	23,608	60,603	207,721	132,254	339,975
August 1965[1]	40,318	30,236	70,554	173,158	111,601	284,759
September 1965[1]	43,058	28,809	71,867	144,812	100,407	245,219

[1]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1961-1964 AND DURING MONTH AUGUST 1964-AUGUST 1965

(Source: National Employment Service, Department of Labour)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,109	530,575	845,696	395,380
1964—August	198,847	97,028	86,901	56,448	69,893	41,514
1964—September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March	236,435	87,317	81,598	41,971	62,519	27,678
April	212,743	84,512	89,202	42,378	67,731	26,976
May	191,819	86,629	103,280	47,189	81,804	32,057
June	227,386	112,387	96,397	48,555	79,344	34,544
July	213,029	105,862	91,126	48,495	73,347	38,034
August[1]	203,613	98,578	102,786	60,863	78,643	42,910

[1]Preliminary.

TABLE D-3 –PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING AUGUST 1965[1]

(SOURCE: National Employment Service, Department of Labour)

Industry Group	Male	Female	Total	Change from August, 1964
Agriculture, Fishing, Trapping	**15,354**	**8,395**	**23,749**	+ **1,253**
Forestry	**2,268**	**23**	**2,291**	− **111**
Mining, Quarrying and Oil Wells	**993**	**72**	**1,065**	+ **148**
Metal Mining	613	10	623	+ 118
Fuels	137	40	177	− 14
Non-Metal Mining	43	4	47	− 18
Quarrying, Clay and Sand Pits	147	7	154	+ 85
Prospecting	53	11	64	− 23
Manufacturing	**18,886**	**12,447**	**31,333**	+ **3,332**
Foods and Beverages	3,758	5,628	9,386	+ 581
Tobacco and Tobacco Products	10	19	29	− 51
Rubber Products	188	111	299	+ 140
Leather Products	320	277	597	+ 62
Textile Products (except clothing)	763	485	1,248	+ 198
Clothing (textile and fur)	485	1,828	2,313	− 106
Wood Products	2,665	300	2,965	+ 762
Paper Products	1,344	376	1,720	+ 157
Printing, Publishing and Allied Industries	1,000	534	1,534	+ 634
Iron and Steel Products	3,105	573	3,678	+ 542
Transportation Equipment	1,904	463	2,367	+ 59
Non-Ferrous Metal Products	585	183	768	+ 68
Electrical Apparatus and Supplies	728	743	1,471	+ 63
Non-Metallic Mineral Products	714	90	804	+ 61
Products of Petroleum and Coal	51	6	57	+ 5
Chemical Products	564	303	867	+ 167
Miscellaneous Manufacturing Industries	702	528	1,230	− 10
Construction	**14,252**	**238**	**14,490**	+ **2,931**
General Contractors	9,814	149	9,963	+ 2,371
Special Trade Contractors	4,438	89	4,527	+ 560
Transportation, Storage and Communication	**6,153**	**365**	**6,518**	− **1,025**
Transportation	5,446	188	5,634	− 1,176
Storage	569	47	616	+ 95
Communication	138	130	268	+ 56
Public Utility Operation	**449**	**51**	**500**	+ **245**
Trade	**8,464**	**5,214**	**13,678**	+ **690**
Wholesale	4,039	1,599	5,638	+ 731
Retail	4,425	3,615	8,040	− 41
Finance, Insurance and Real Estate	**574**	**1,186**	**1,760**	+ **116**
Service	**11,250**	**14,919**	**26,169**	+ **2,567**
Community or Public Service	982	1,610	2,592	+ 638
Government Service	2,766	1,667	4,433	+ 1,415
Recreation Service	1,248	287	1,535	− 208
Business Service	2,015	1,190	3,205	+ 319
Personal Service	4,239	10,165	14,404	+ 403
GRAND TOTAL	**78,643**	**42,910**	**121,553**	+ **10,146**

[1] Preliminary.

TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX, AS AT AUGUST 31, 1965[1]

(SOURCE: National Employment Service, Department of Labour)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	6,607	2,405	9,012
Clerical Workers	14,991	45,010	60,001
Sales Workers	5,974	12,633	18,607
Personal & Domestic Service Workers	24,907	19,360	44,267
Seamen	454	3	457
Agriculture, Fishing, Forestry (Ex. log.)	3,599	722	4,321
Skilled and Semi-Skilled Workers	55,610	11,538	67,148
Food and kindred products (incl. tobacco)	636	300	936
Textiles, clothing, etc.	1,007	6,506	7,513
Lumber and lumber products	3,346	95	3,441
Pulp, paper (incl. printing)	785	337	1,122
Leather and leather products	539	556	1,095
Stone, clay & glass products	201	27	228
Metalworking	7,601	829	8,430
Electrical	938	868	1,806
Transportation equipment	2,118	75	2,193
Mining	547	—	547
Construction	9,409	—	9,409
Transportation (except seamen)	10,541	89	10,630
Communications & public utility	299	—	299
Trade and service	2,573	1,030	3,603
Other skilled and semi-skilled	10,509	602	11,111
Foremen	1,269	202	1,471
Apprentices	3,294	20	3,314
Unskilled Workers	61,014	19,932	80,946
Food and tobacco	1,558	3,999	5,557
Lumber & lumber products	4,098	297	4,395
Metalworking	3,061	619	3,680
Construction	22,221	—	22,221
Other unskilled workers	30,076	15,017	45,093
GRAND TOTAL	173,158	111,601	284,759

[1] Preliminary.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT AUGUST 31, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand	
	(1) Aug. 31, 1965	Previous Year Aug. 31, 1964
Newfoundland	**5,869**	**7,900**
Corner Brook	1,044	1,563
Grand Falls	427	667
St. John's	4,398	5,670
Prince Edward Island	**975**	**1,096**
Charlottetown	514	707
Summerside	461	389
Nova Scotia	**10,450**	**11,805**
Amherst	358	322
Bridgewater	443	454
Halifax	3,685	4,546
Inverness	179	165
Kentville	631	752
Liverpool	196	244
New Glasgow	1,128	890
Springhill	196	208
Sydney	2,133	2,600
Sydney Mines	427	446
Truro	581	556
Yarmouth	493	622
New Brunswick	**8,450**	**9,400**
Bathurst	876	937
Campbellton	757	964
Edmundston	436	415
Fredericton	576	964
Minto	169	143
Moncton(2)	1,969	2,126
Newcastle	785	799
Saint John	1,921	2,223
St. Stephen	340	392
Sussex	219	156
Woodstock	402	281
Quebec	**88,385**	**99,427**
Alma	1,045	1,287
Asbestos	224	327
Baie Comeau	513	439
Beauharnois	653	832
Buckingham	380	361
Causapscal	404	501
Chandler	605	629
Chicoutimi	1,495	1,472
Cowansville	282	217
Dolbeau	626	632
Drummondville	1,407	1,414
Farnham	164	228
Forestville	296	187
Gaspé	423	476
Granby	1,008	1,190
Hull	2,246	2,007
Joliette	3,123	2,835
Jonquière	1,802	1,720
Lachute	309	336
Lac-Mégantic	455	423
La Malbaie	693	375
La Tuque	632	429
Lévis	1,729	2,122
Louiseville	490	489
Magog	455	355
Maniwaki	306	296
Matane	503	524
Mont-Laurier	336	467
Montmagny	646	730
Montréal	32,127	39,674
New Richmond	548	633
Port Alfred	382	394
Québec	7,982	9,487
Rimouski	1,016	890
Rivière-du-Loup	1,023	1,287
Roberval	807	986
Rouyn	1,058	1,029
Ste. Agathe des Monts	250	270
Ste. Anne de Bellevue	582	630
Ste. Thérèse	1,559	1,431
St. Hyacinthe	921	792
St. Jean	1,310	1,368
St. Jérome	1,084	1,114
Sept.-Iles	1,087	586
Shawinigan	1,772	2,320

Office	Registrations on Hand	
	(1) Aug. 31, 1965	Previous Year Aug. 31, 1964
Quebec-Concluded		
Sherbrooke	3,521	3,220
Sorel	1,124	1,564
Thetford Mines	1,351	1,466
Trois-Rivières	1,957	2,549
Val-d'Or	711	917
Valleyfield	1,103	1,177
Victoriaville	946	1,257
Ville St. Georges	914	1,086
Ontario	**109,800**	**109,533**
Arnprior	158	209
Barrie	926	784
Belleville	1,178	1,191
Bracebridge	281	265
Brampton	1,255	1,037
Brantford	2,048	1,589
Brockville	247	327
Carleton Place	174	147
Chatham	792	1,494
Cobourg	961	869
Collingwood	293	399
Cornwall	1,211	1,395
Elliot Lake	170	292
Fort Erie	274	260
Fort Frances	224	263
Fort William	865	1,097
Galt	870	706
Gananoque	115	113
Goderich	179	204
Guelph	915	779
Hamilton	9,121	8,592
Hawkesbury	314	354
Kapuskasing	320	411
Kenora	298	338
Kingston	1,381	1,452
Kirkland Lake	522	428
Kitchener	1,305	1,615
Leamington	391	195
Lindsay	799	634
Listowel	61	110
London	2,792	3,410
Long Branch	2,951	2,672
Midland	293	306
Napanee	260	187
New Liskeard	184	286
Newmarket	684	588
Niagara Falls	1,030	628
North Bay	616	669
Oakville	1,688	684
Orillia	525	509
Oshawa	11,286	9,019
Ottawa	4,591	4,211
Owen Sound	677	533
Parry Sound	56	202
Pembroke	801	678
Perth	163	250
Peterborough	1,704	1,643
Picton	158	186
Port Arthur	946	1,217
Port Colborne	395	419
Prescott	276	369
Renfrew	254	321
St. Catharines	3,934	3,204
St. Thomas	538	519
Sarnia	1,238	2,115
Sault Ste. Marie	1,588	1,612
Simcoe	523	878
Smiths Falls	201	216
Stratford	195	465
Sturgeon Falls	198	245
Sudbury	1,433	1,946
Tillsonburg	316	238
Timmins	952	995
Toronto	27,032	29,210
Trenton	667	533
Walkerton	272	284
Wallaceburg	129	311
Welland	1,852	2,022
Weston	2,152	2,509
Windsor	6,275	5,271
Woodstock	327	424

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT AUGUST 31, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Aug. 31, 1965	Previous Year Aug. 31, 1964		(1) Aug. 31, 1965	Previous Year Aug. 31, 1964
Manitoba	**10,510**	**11,403**	**British Columbia**	**31,537**	**34,227**
Brandon	763	727	Chilliwack	656	732
Dauphin	284	367	Courtenay	600	394
Flin Flon	132	133	Cranbrook	366	398
Portage la Prairie	264	333	Dawson Creek	512	565
The Pas	211	250	Duncan	454	465
Winnipeg	8,856	9,593	Kamloops	1,098	1,289
			Kelowna	912	573
Saskatchewan	**5,750**	**6,109**	Mission City	355	497
Estevan	53	116	Nanaimo	507	465
Lloydminster	64	65	Nelson	361	386
Moose Jaw	571	473	New Westminster	4,376	5,068
North Battleford	313	273	Penticton	808	566
Prince Albert	653	659	Port Alberni	378	365
Regina	1,732	1,950	Prince George	890	1,449
Saskatoon	1,695	1,851	Prince Rupert	524	670
Swift Current	154	189	Quesnel	265	389
Weyburn	57	95	Trail	375	447
Yorkton	458	438	Vancouver	14,940	16,350
			Vernon	720	569
Alberta	**13,033**	**16,378**	Victoria	2,324	2,362
Blairmore	146	114	Whitehorse	116	228
Calgary	5,048	5,688			
Drumheller	132	240			
Edmonton	5,391	7,454	**CANADA**	**284,759**	**307,278**
Edson	91	129			
Grande Prairie	416	554	Males	173,158	197,724
Lethbridge	889	891			
Medicine Hat	406	681	Females	111,601	109,554
Red Deer	514	627			

(1) Preliminary.

(2) Includes 185 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1002.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised)*

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—June	4,606,000	4,425,300	180,700
May	4,514,000	4,284,500	229,500
April	4,594,000	4,131,100	462,900
March	4,626,000	4,087,000	539,000
February	4,605,000	4,045,800	559,200
January	4,592,000	4,044,200	547,800
1964—December	4,582,000	4,103,800	478,200
November	4,491,000	4,216,500	274,500
October	4,432,000	4,217,500	214,500
September	4,437,000	4,263,400	173,600
August	4,463,000	4,281,000	182,000
July	4,406,000	4,200,700	205,300
June	4,373,000	4,171,100	201,900
May	4,169,840	4,025,140	144,700†

*May 1964 to April 1965 revised on the basis of book renewal at June 1, 1964.

†The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table 3.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JULY 31, 1965

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more[1]	June 30 1965	July 31 1964
CANADA	184,426	84,153	45,754	32,681	21,838	180,690	205,326
Male	106,205	52,887	24,747	17,082	11,489	106,056	127,243
Female	78,221	31,266	21,007	15,599	10,349	74,634	78,083
Newfound land	4,073	1,304	1,043	1,138	588	4,988	4,687
Male	2,901	942	768	798	393	3,825	3,764
Female	1,172	362	275	340	195	1,163	923
Prince Ed ward Island	740	323	185	113	119	717	766
Male	487	223	109	78	77	457	531
Female	253	100	76	35	42	260	235
Nova Scotia	8,171	2,828	2,438	1,759	1,146	8,888	9,227
Male	5,571	2,016	1,671	1,149	735	6,287	6,619
Female	2,600	812	767	610	411	2,601	2,608
New Brunswick	6,970	2,713	1,669	1,690	898	7,467	8,054
Male	4,682	1,949	1,067	1,142	524	5,362	5,401
Female	2,288	764	602	548	374	2,105	2,653
Quebec	58,643	25,988	16,526	9,917	6,212	60,699	64,252
Male	36,981	16,988	10,517	6,014	3,462	40,237	41,346
Female	21,662	9,000	6,009	3,903	2,750	20,462	22,906
Ontario	70,320	37,614	14,575	10,708	7,423	57,908	80,062
Male	37,320	23,028	6,042	4,477	3,773	28,037	47,751
Female	33,000	14,586	8,533	6,231	3,650	29,871	32,311
Manitoba	6,759	2,097	1,700	1,735	1,227	7,264	6,628
Male	3,423	1,218	809	751	645	3,975	3,628
Female	3,336	879	891	984	582	3,289	3,000
Saskatchewan	3,357	1,049	974	678	656	3,788	3,401
Male	1,425	421	432	281	291	1,765	1,643
Female	1,932	628	542	397	365	2,023	1,758
Alberta	7,419	2,471	2,087	1,854	1,007	9,135	9,334
Male	3,749	1,367	957	1,005	420	5,140	5,561
Female	3,670	1,104	1,130	849	587	3,995	3,773
British Columbia	17,974	7,766	4,557	3,089	2,562	19,836	18,915
Male	9,666	4,735	2,375	1,387	1,169	10,971	10,999
Female	8,308	3,031	2,182	1,702	1,393	8,865	7,916

[1]The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large samplings variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JULY, 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,050	829	221	1,018	531	487	497
Prince Edward Island	316	244	72	334	226	108	94
Nova Scotia	3,495	2,656	839	3,349	2,279	1,070	1,103
New Brunswick	2,543	1,843	700	2,401	1,544	857	894
Quebec	27,285	17,600	9,685	23,055	13,186	9,869	15,077
Ontario	37,570	26,970	10,600	29,225	14,078	14,147	20,377
Manitoba	2,284	1,792	492	1,996	1,211	785	821
Saskatchewan	938	727	211	938	601	337	338
Alberta	2,760	2,033	727	2,654	1,611	1,043	1,088
British Columbia (incl. Yukon Territory)	7,868	5,146	2,722	7,293	4,504	2,789	3,172
Total, Canada, July 1965	86,109	59,840	26,269	72,263	40,771	31,492	43,461
Total, Canada, June 1965	72,014	50,944	21,070	72,568	44,766	27,802	29,615
Total, Canada, July 1964	108,939	70,922	38,017	102,495	73,854	28,641	41,279

*In addition, revised claims received numbered 24,698.

†In addition, 24,219 revised claims were disposed of. Of these, 2,078 were special requests not granted and 1,268 appeals by claimants. There were 6,984 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JULY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	10,826	264,418
Prince Edward Island	2,307	47,366
Nova Scotia	23,677	535,229
New Brunswick	19,600	446,087
Quebec	161,664	3,922,928
Ontario	166,645	3,996,350
Manitoba	18,772	427,854
Saskatchewan	10,479	222,776
Alberta	24,174	573,845
British Columbia (including Yukon Territory)	58,140	1,391,925
Total, Canada, July 1965	496,284	11,828,778
Total, Canada, June 1965	672,303	16,229,491
Total, Canada, July 1964	595,007	14,085,931

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing recomputation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May	138.0	134.5	140.0	121.0	146.8	175.6	154.6	112.5
June	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6

NOTE 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1965

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	Aug. 1964	July 1965	Aug. 1965							
St. John's, Nfld.[1]	122.5	123.5	124.5	124.0	116.4	116.9	121.5	165.7	149.6	116.1
Halifax	132.8	135.4	135.5	135.3	134.6	130.8	138.7	169.9	171.6	125.9
Saint John	135.5	138.0	137.8	137.3	135.0	128.9	146.6	192.4	156.2	126.6
Montreal	135.5	139.0	138.7	143.1	136.9	112.7	166.8	182.8	157.8	127.1
Ottawa	136.6	139.3	139.2	139.4	137.8	125.3	160.5	182.8	150.5	126.7
Toronto	137.4	141.1	140.5	135.7	141.9	127.7	147.1	174.7	192.6	123.9
Winnipeg	132.4	135.4	135.4	135.3	130.2	126.9	138.3	188.6	143.0	138.3
Saskatoon-Regina	130.5	132.3	132.6	135.0	128.4	133.3	136.6	150.9	152.0	124.4
Edmonton-Calgary	129.0	130.6	130.9	129.4	128.0	130.2	133.5	174.1	145.8	120.5
Vancouver	133.2	135.3	135.5	135.3	135.2	123.1	149.4	157.5	152.0	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1007.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964—August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965—January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09
April	36	66	11,612	121,519	0.11
May	28	56	17,018	155,490	0.14
June	85	109	43,310	275,530	0.22
July	52	99	33,691	326,070	0.26
Aug.	37	83	27,196	243,550	0.20

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	2	600	5,200
Manufacturing	45	14,630	138,710
Construction	17	5,588	63,690
Transpn. & utilities	11	1,806	11,630
Trade	5	144	1,900
Finance	...	...	...
Service	1	26	80
Public administration	2	4,402	22,240
All industries	83	27,196	243,550

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	2	203	1,380
New Brunswick	1	350	700
Quebec	11	1,898	23,620
Ontario	42	17,413	175,560
Manitoba	3	88	750
Saskatchewan	2	100	570
Alberta	...	...	...
British Columbia	15	1,167	8,450
Federal	7	5,977	32,520
All jurisdictions	83	27,196	243,550

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Aug.	Accumulated		
MINES						
Metal						
Steep Rock Iron Mines, Atikokan, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	500	4,500	4,500	July 31 Aug. 16	Disciplinary action against one employee~return of workers, grievances to be arbitrated.
Merrill Island Mining, Chibougamau, Que.	Steelworkers Loc. 5320 (AFL-CIO/CLC)	100	700	700	Aug. 15 Aug. 25	Wages, grievance procedure, seniority, vacation~wage increases, improved grievance procedure, seniority, vacation.
MANUFACTURING						
Food and Beverages						
H. J. Heinz Co., Leamington, Ont.	Packinghouse Workers Loc. 459 (AFL-CIO/CLC)	1,416	12,740	17,020	July 27 Aug. 15	Wages, overtime, vacation~10¢ per hr. wage increase retroactive to 1 Feb., 1965, 12¢ 1 Feb., 1966, 12¢ 1 Feb. 1967; overtime: time and a half after 50 hours in 1965, after 45 hours in 1966, after 40 hours in 1967.
Various Breweries, Various locations, B.C.	Brewery Workers Locs. 280 & 300 (AFL-CIO/CLC)	500 (1,000)*	3,500	3,500	Aug. 23	Wages~
Paper						
Enveloppe Internationale Montreal, Que.	Printing Trades Federation (CNTU)	128	2,430	2,430	Aug. 5	Wages, hours~
Anglo Can Pulp and Paper Mills, Forestville, Que.	Carpenters Loc. 2817 (AFL-CIO/CLC)	225	900	900	Aug. 19 Aug. 25	More generous fruit and vegetable distribution~return of workers.
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	647	14,030	130,790	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	23,100	102,600	Apr. 20	Wages, vacations, statutory holidays~
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	725	15,230	33,720	June 24	Wages, welfare program~
Western Canada Steel, Vancouver, B.C.	Steelworkers Loc. 3320 (AFL-CIO/CLC)	430	3,010	3,010	Aug. 12 Aug. 23	Working conditions~return of workers, pending further negotiations about safety conditions.
Metal Fabricating						
Dominion Steels Coal Corp., Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	300	600	600	Aug. 5 Aug. 8	Slowness in negotiation, dismissal of one employee~return of workers pending further negotiation.
Machinery						
Massey Ferguson, Toronto, Ont.	Auto Workers Loc. 439 (AFL/CIO-CLC)	1,600	2,400	2,400	Aug. 11 Aug. 13	Installation of electronic production recording equipment ~return of workers, pending further negotiation.
Transportation Equipment						
Smith Bros. Motor Bodies, Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	106	2,230	5,040	June 23	Wages~
American Motors, Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,250	13,800	13,800	Aug. 13	Wages~
De Havilland Aircraft, Malton, Downsview, Ont.	Auto Workers Loc 112 (AFL-CIO/CLC)	4,837	24,190	24,190	Aug. 24	Wages, cost of living bonus~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Aug.	Accumulated		
Electrical Products						
Taylor Electric, London, Ont.	I.B.E.W. Loc. 120 (AFL-CIO/CLC)	142	2,270	2,270	Aug. 3 Aug. 25	Wages~terms of settlement unknown.
Canadian Westinghouse, London, Ont.	U.E. Loc. 546 (Ind.)	283	4,650	4,650	Aug. 4	Wages~
Non-Metallic Mineral Products						
National Sewer Pipe, Various locations, Ont.	CLC—directly chartered	154	3,230	8,460	June 14	Wages, hours~
CONSTRUCTION						
Various construction contractors, Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	225	2,250	9,960	June 4 Aug. 17	Wages, bereavement pay, union security by sub-contractors, fringe benefits~85¢ to $1.05 per hr. wage increase spread over 4 years.
Toronto Construction Association, Toronto, Ont.	Various unions	2,453	33,270	125,250	June 11 Aug. 30	Wages~50¢ to $1.06 per hr. wage and welfare benefits spread over a 2 or 4-year period.
The Builders Exchange, London, Ont.	Various unions	395	490	10,360	July 5 Aug. 5	Wages~13¢ per hr. wage increase.
Various construction contractors, Quebec, Que.	Plumbers and Electricians (CNTU)	1,200	16,800	27,600	July 20 Aug. 21	Wages~20¢ per hr. increase immediately, 20¢ on May 1, 1966, 20¢ on May 1, 1967; improved overtime rate.
Brown and Roote, Smooth Rock Falls, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	300	1,350	1,350	Aug. 3 Aug. 10	Travel allowances~$2.00 increase in travel allowances.
Various construction contractors, Sault Ste. Marie, Ont.	Various unions	398	7,160	7,160	Aug. 10 Aug. 30	Wages, working conditions and overtime~wage increases, improved working conditions and overtime rate.
Mace Limited, Belledune, N.B.	Labourers Loc. 1278 (AFL-CIO/CLC)	350	700	700	Aug. 28	Wages, hours~
TRANSPN & UTILITIES						
Transportation						
Cumberland Railway Co., Glace Bay, N.S.	Trainmen Loc. 684 (AFL-CIO/CLC)	103	430	430	Aug. 16 Aug. 22	Delay of conciliation board report~return of workers.
Various shipping companies, Hamilton, Ont.	Longshoremen and Warehousemen Loc. 1654 (AFL-CIO/CLC)	150	150	150	Aug. 26 Aug. 27	Alleged harbor Commissioner's criticism of union members~return of workers.
Storage						
Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	118	1,260	6,590	June 2 Aug. 16	Wages, fringe benefits~48¢ per hr. wage increase spread over a 3-year period.
National Harbours Board, Montreal, Que.	(CNTU) directly chartered	1,142	7,340	46,910	June 13 Aug. 10	Wages, union security, recognition of shop stewards, seniority and pension plan~50¢ per hr. wage increase over a 2-year period; union security, recognition of shop stewards, improved grievance procedure, seniority rights and pension plan.
TRADE						
Cape Breton Automobile Dealers Association, Sidney, N.S.	Sidney Garage Workers Loc. 10 (CLC)	100	950	1,150	July 29 Aug. 16	Wages, hours~return of workers when agreement reached.
PUBLIC ADMINISTRATION						
Federal Administration						
Post Office Department Various locations in Canada.	Letter Carriers and Postal Employees' Association	4,369	21,880	94,790	July 22 Aug. 9	Wages~$510 to $560 per yr. wage increase.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in many-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND OCCUPATION DURING THE SECOND QUARTER OF 1965

(Preliminary)

Occupation	Agriculture	Forestry	Fishing[1]	Mining[2]	Manufacturing	Construction	Transportation[3]	Trade	Finance[4]	Service[5]	Public Administration[6]	Total	Per Cent of Total
Managerial	.....	2	2	1	2	2	1	3	.....	1	.....	14	6.4
Professional and technical	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	0.9
Clerical	.....	.....	.....	.....	1	.....	1	.....	.....	.....	.....	2	0.9
Sales	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	2	0.9
Service and recreation	.....	1	.....	.....	1	.....	2	.....	.....	1	3	8	3.6
Transport and communication	2	.....	.....	1	2	2	21	3	.....	.....	.....	31	14.1
Farmers and farm workers	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	11	5.0
Loggers and related workers	.....	18	.....	.....	.....	.....	.....	.....	.....	.....	.....	18	8.2
Fisherman, trappers and hunters	.....	.....	15	.....	.....	.....	.....	.....	.....	.....	.....	15	6.8
Miners, quarrymen and related workers	.....	.....	.....	18	.....	.....	.....	.....	.....	.....	.....	18	8.2
Craftsmen, production process and related workers	.....	1	.....	2	29	35	13	2	.....	2	.....	84	38.2
Labourers and unskilled workers (not agricultural, fishing, logging, or mining)	.....	.....	.....	.....	4	9	1	.....	.....	1	.....	15	6.8
Total	13	22	17	22	39	48	39	10	.....	5	5	220*	100.0
Per cent of total	5.9	10.0	7.7	10.0	17.7	21.8	17.7	4.6	.....	2.3	2.3	100.0	.....

[1] Includes trapping and hunting. [2] Includes quarrying and oil wells. [3] Includes storage, communication, electric power, gas and water utilities. [4] Includes insurance and real estate. [5] Includes community, business and personal service. [6] Includes defence.

* Of this total, 142 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 78 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, DURING THE SECOND QUARTER OF 1965*

(Preliminary)

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transporation	Trade	Finance	Service	Public Administration	Total
Striking against or stepping on objects	....	....	....	....	1	1	....	....	....	....	....	2
Struck by:												
(a) tools, machinery, cranes, etc	....	1	1	....	1	2	....	....	....	....	....	5
(b) moving vehicles	....	....	....	2	1	3	3	....	....	....	....	9
(c) other objects	....	12	....	4	2	12	5	1	....	....	....	36
Caught in, on or between machinery, vehicles, etc	5	1	....	2	4	6	1	3	....	2	....	24
Collisions, derailments, wrecks, etc	4	2	....	1	6	1	19	2	....	1	1	37
Falls and slips:												
(a) on same level	....	1	....	1	1	2	1	....	....	2	....	8
(b) to different levels	1	2	16	7	6	11	4	....	....	....	2	49
Conflagrations, temperature extremes and explosions	....	1	....	3	2	3	1	3	....	....	....	13
Inhalation, absorptions, asphyxiation and industrial diseases	....	1	....	2	8	1	2	1	....	....	....	15
Electric current	2	1	....	....	5	5	3	....	....	....	1	17
Over-exertion	....	....	....	....	....	....	....	....	....	....	....	....
Miscellaneous accidents	1	....	....	....	2	1	....	....	....	....	1	5
Total	13	22	17	22	39	48	39	10	....	5	5	220

* See footnote to Table H-1.